

# City Council Special Called Meeting Transcript – 12/13/2017

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[3:13:24 PM]

>> Mayor Adler: Let's go ahead and get started. Today is December 13th, 2017. It is 3:12. We are in the city council chambers here at 301 west second street, Austin, Texas. This special called meeting is for the purpose of discussing and taking action with respect to the proposed meet and confer agreement between the city of Austin and the Austin police association. We're going to start today with the manager wants to address us. And then I'm going to ask our staff to make its presentation, and we'll give the council the chance to ask questions at that point if they want to. You won't be precluded from asking the staff questions if you would to hold questions or ask additional questions at any time, but certainly if there are threshold questions people want to ask, we can do that. Then come back to the dais in case anyone wants to say anything from the dais before we go to public testimony. And then we'll go to public testimony. Our rules say that on something that is significant like this with a lot of people signed up and we have nearly 150 people signed up to speak on this issue thus far, I expect that number to rise, that the first 20 people that speak speak for three minutes. Everyone speaks after that speaks for one minute. If somebody is -- what we said we were going to do was to basically have a conversation, public testimony both this afternoon and then also after dinner so that people who can only come one time or another can speak, and we said we would give these preferred three-minute slots, we would evenly divide those between this afternoon and this evening.

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Which means the first ten people that speak this afternoon will have three minutes, the first ten people this evening will have three minutes. As our custom, we are going to divide those speaking opportunities equally between the people who are for and the people who are against. We have been contacted by the -- what seemed to be the most significant stakeholder groups both for and against and they've given me a name -- list of five names and I will call those five people in each of those groups. And certainly

people can donate time if they want to donate their time. And with that said, then, if there are no objections, we'll go ahead and start. Okay. Manager.

>> Thank you, mayor. Mayor and councilmembers and citizens, thank you for being here this afternoon. We appreciate your attendance and your attention. Staff has prepared a briefing for council and the public on our police labor contract today. About of the presentation I want to acknowledge the work of our negotiating teams on both sides of the table. I especially appreciate the collaboration of assistant city managers ray areno and mark Washington. My sincere thanks go to Larry Watts and Lowell Denton who led the negotiating team. @Attorneys Lee Crawford and Mike Koenig who provided great legal advice as well as the rest of the staff. I also want to express thanks to management staff of the labor relations office, the police monitor's office, the police department as well as financial services and human resources for their assistance in this process.

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As you can see, we had a lot of staff on this significant effort. I also want to acknowledge the leadership of Ken Cassidy, president of the Austin police association, for his participation in this process. And finally I want to acknowledge the employees of our police department who provide exceptional public service every day for our community on a 24 hour, seven day a week basis. I join with our community in thanking you for your service and dedication to keeping austinites, their families, visitors and the Austin community safe. Lowell Denton, if you would come up, he is our outside counsel, and he will begin the presentation. If you could queue up the presentation.

>> Thank you, madame manager. Your honor, members of city council, it's my privilege to go through this contract with you today and lay out what we are bringing to you and what the basis for this proposal for your considerate action today. Local government chapter 143 is the state civil service acts applying to all cities both for your fire and police departments. It establishes the civil service personnel system that's been in effect in Texas for decades and as a result some aspects of it are frankly quite out of date and they are certainly not a good match for your culture and your community, and for that reason the statute, chapter 143, allows the city and the Apa to enter into a meet and confer agreement not just to decide wages, terms and conditions of employment, leave, benefits and so forth and so on, what we refer to as the dollars in this deal, but it also allows us to bargain to change the structure of chapter 143, the laws and rules that concern hiring, promotions, discipline, including access to investigative information about officer conduct and misconduct and other terms and conditions of employment.

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And I emphasize that because state law is the source of the limitations that we have been bargaining about in order to give your community access to and an appropriate oversight role and responsibility in the exercise of the policing function in your community. The city's objective has been to negotiate

wages and other terms and conditions of employment that are advantageous to the city and its citizens. Obviously that means to hire competitively the best police officers in the state, that is getting to be more and more a challenge. I noticed yesterday extensive coverage about the challenges the city of Dallas is having hiring to fill its vacancies and shortages and that's true here. This meet and confer agreement must be ratified by a majority vote of the Apa member shim and the city council and that brings us to today's discussion. The negotiating teams began this process in may of 2017. I think this is probably one of the shorter cycles where we have come before you in a reasonable period of time. We spent about seven months doing this. Our tentative agreement was reached in October at the end of the month. The proposed five-year agreement will be effective on the date you ratify it, if you do ratify it today, and expiring on September 30th, in 2022. A majority of the Apa membership voted, 85%, to approve the tentative agreement last month on November the 18th. So it's presented today for your consideration and ratification. The city's objective for this negotiating cycle that were laid out after public comment and feedback to this council and then your direction to the manager and her bargaining team was to reset base wages to bring APD closer to alignment with the city's list of comparable large Texas cities in terms of pay and benefits. Over a number of years we have bargained with the Apa and the Austin firefighters with the expectation that Austin needed to be the leader in the compensation and benefits market.

[3:22:02 PM]

But as you all know from the information that was made available earlier this year, probably at the end of last year, we had continued to outpace that market and had gotten too far ahead of her public safety agencies in the state of Texas. As a result of that, the objective this time which we made clear from the very first negotiating session was to reset base wages and to dial back, if you will, the level of compensation and benefits so that we still were attractive, so people came looking for police employment in the state of Texas, they would still have Austin at the top of their list, but that we would not be so far ahead of number 2. We also wanted to gain more control over APD overtime costs. We wanted to enhance civilian oversight of the APD, which has been a continuing evolution from the very beginning from the original pofg committee that came forward and established citizen oversight in Austin, and it is the only citizen oversight model in the state of Texas. There is some other cities that have limited citizen participation on a disciplinary review board that advise the chief about discipline, but nothing remotely similar to what the city of Austin has had or the proposal with the negotiated enhancements that are in this contract. Lastly, we wanted to retain and build on the other negotiated variances and changes to chapter 143 that allow us to have optimum hiring, promotion and disciplinary processes. The tentative agreement that you have before you meets these objectives and oversight. First of all, verbal, written and anonymous complaints are accepted. That's a change to chapter 143. If we weren't under 143, other Texas cities are covered by chapter 614 in the local government code which has similar requirements for all other Texas cities. Those requirements that individuals have to show up at the police department, which may be an in Tim dating environment, be interviewed, signed unit oath a complaint, provide that information freely and openly to the public have long been a disincentive for members of the community to tell what they believe to be the truth about police officer conduct.

[3:24:21 PM]

Best practices police departments have recognized years ago that we need to be looking for information about how our police officers are doing and not trying to hide from or avoid that feedback from our community. And so now we can have individuals that make these kinds of complaints, your police monitor, your police chief, your police command staff can evaluate whether or not they are significant enough to deserve further investigation. The police monitor can now initiate a complaint based that's also a change from state law. Complainants are not required to make a sworn complaint under oath anymore. If you are familiar with the consent decrees in cities throughout the United States, every one of them that confronted this so if I have a problem with the police I show up and they hand me a piece of paper and said warning, if you put a false statement on here under oath, you may be charged with a felony of aggravated perjury. That's kind of a disincentive for me coming forward with what I believe to be the truth. Complainants are not required now under this contract to make a sworn complaint even though that is a part of 143, and it's also a part of chapter 614. We have expanded to a broader role for the citizen review panel to recommend changes to the police chief on training and procedure issues. Members of the crp can now observe the subject officer's internal affairs interview from an adjoining room. That's a change from 143 but also enhancement from prior contracts. Your panel members have been able to listen to the audio transcripts of witness and officer interviews, but that's not the same thing and as many of you know, if I listen to that discussion, I can't see the expressions, I can't perceive the pauses, I can't really get a true impression about the interchange between the investigator and the officer.

[3:26:22 PM]

This allows your panel members to get a good feel from whether or not your internal affairs personnel are truly objectively interviewing officers and trying to find the truth so that they can form their own firsthand impression both visually and empirically as opposed to what is sometimes perceived as collaboration between two people in blue trying to come up with a story that is favorable to the police department. Your crp members and the panel can obtain more information and may now ask questions of the complainant and the fact witnesses during public portions of the meeting. So we have moved in this contract toward more engagement and more involvement and more verification of the factual information that are available to the panel members. And, of course, the information from the investigations themselves, which are largely unlimited because the chief can require officers to provide any information and can obtain any information about the officer's conduct or misconduct so that that's a part of the internal affairs file. But for this contract, these citizen members would not have access to that information under 143-089g of this statute. The additional changes to the panel involve greater access to their recommendations including the police chief's response so that the public will have more transparency about the interplay between what the panel believes is working effectively and well, and that's true even if the officer does not receive discipline. But we have provided that the identifying

information regarding particular officer investigations gets redacted, but the substance of the recommendations by the panel to the chief and the chief's response are open. Police monitor can now give more information to the complainant in the closeout meeting. That was a high priority.

[3:28:24 PM]

We think that and have bargained for that in prior cycles because if people don't see and understand and get a good explanation of what happened in response to their complaint, what the facts revealed, what action was taken, why or why not, then people don't have confidence in the process. The police monitor can now present cases to the panel without a request from the complainant so that your professional staff in the monitor's office answerable to your city manager under this structure and charter can make sure that they are aggressively pursuing improvement in the Austin police department. We've also added term limits for crp members, two-year terms with the maximum of two terms so that you will have opportunities for new people to come on to that board and to participate in the process and to expand the level of inclusivity in this important tool. These objectives were not met in this cycle. We negotiated for subpoena power for the review panel or the police monitor from the outset. We made that clear from the beginning of this bargaining cycle. We were unable to achieve that objective in a contract change. We proposed to expand the types of cases where the panel could recommend discipline to the chief. That provision is not in this agreement. We also sought to allow release of subject officers' internal affairs interviews in critical incidents even if no discipline is imposed. I think you all understand this but so everybody does, under 143-089g, unless discipline is imposed that material is not public and it's prohibited release under the law. So we believed and we bargained for and we seriously bargained for each of the issues on this over a period of a number of months.

[3:30:26 PM]

And again, the third bullet there to allow release of that information is not a part of this labor agreement. Some of the things I've already reviewed with you were the alternatives to that in terms of panel recommendations, the police monitor being able to initiate complaints and so forth. Loss of promotional points for prior suspensions, we sought from the association the ability to change the formula so that when you are competing for promotion in the process in the contract, that you would lose promotional advantage points as a result of prior disciplinary actions. We were not able to accomplish that. But I do want for everybody to understand that under the statute itself the chief already has the authority to bypass officers -- pardon me -- and the disciplinary history of an officer is a valid reason for a bypass. We believe that that provision effectively used by your command staff will be able to accomplish this objective independently of the formula change. The association also proposed to put a written rebuttal on their part into the police monitor's annual report. We resisted that and it is not a part of this labor agreement. So on the discipline issue, we met the objective of extending the 180-day deadline for imposing disciplinary action. This applies to alleged criminal conduct. The statute has language in it and has for many years that the chief has to bring action within 180 days unless it relates

to criminal activity. In which event the chief can bring his action within 180 days of discovery. There are multiple problems with that provision in the statute. It's not been effectively used by many cities in the state because of those problems. You have to show that it's related to criminal activity.

[3:32:27 PM]

Inevitably the association's lawyers for the officer argue that means you have to prove a criminal standard or have a higher burden of proof. In addition they claim discovery means, well, somebody knew about it, the sergeant saw the report, they heard from the citizen about it, the sergeant works for the police department, that knowledge is attributed to the police department and so you did know about it. All of that set of problems have now been resolved in this article. Only knowledge by the assistant chief or the chief counts for purposes of the discovery rule. The city does not have to prove a criminal state of mind or use the criminal law standard of proof so we have a Normal disciplinary case that can be broad within 180 days of discovery at the assistant chief or chief's level. In addition we added a provision concerning suspensions of three days or less. There has been legitimate nationwide concern about contract provisions that minimize an officer's prior behavior for future disciplinary actions. The article that's in the contract and the provision in the contract was never intended to have that effect and we don't believe that it has, but to make sure that there are not situations where reduction to a written reprimand happens for things that are critical to the relationship with the public, it doesn't apply to response to resistance, which is the policy name for your use of force or biased based policing policy. We think that's an improvement and probably more important than anything else for the community, the chief is not going to and shouldn't and I believe won't impose three-day or less suspensions for things that are not appropriate for a reduction to a written reprimand to happen to that officer in the future because he has the discretion to impose four days and the provision has no application at all. Moving on to the promotions article in the contract, this article essentially retains the following rights that have been there all except one of the things on the bullet point list have been in prior labor agreements.

[3:34:32 PM]

Four years continuous service in a police officer, that would be two years under state law, so this means more time, experience and so forth in order to be able to promote. A maximum of 15 points added for seniority. New provision where we have a maximum of seven points for time in rank. We did a pretty extensive study by looking at history of promotions under this contract, the prior contract and the one before that to see how our point balancing was affecting the promotional opportunities within the department. So that we had full, adequate, across the board opportunity for promotion in the department. And that there was no disparity packed in that process. That was the reason we put a seven point time on for time and rank. The assessment center provisions are carried forward from prior agreements. Our promotional eligibility list valid for 24 months instead of state law one year means more people can get reached on those lists. The lists that we're talking about are highly competitive

going farther down the list into the 16th, 18th, 19th, 20th month so forth is an advantage and gives more opportunity to individuals to compete for those promotions. When you go on a reinstatement list, normally under the statute that list would expire after a year. We have removed that limitation so if you promote and you get bumped back on a disciplinary suspension, then you stay on that list without an expiration period. The hiring article is one of the most important and I think most successful articles. I think the Austin police agreement has the best hiring article that's been negotiated in the state of Texas. And I'm pleased to have been involved in doing that. I'm especially pleased that I negotiated it against Mr. Watts many years ago, and it gives the Austin police association the maximum amount of flexibility to hire personnel into this department which allows you to fill the vacancies that you have and also allows for you to make sure that there is full and adequate opportunity for all sectors of your community.

[3:36:46 PM]

Race, gender, ethnicity, culture and so forth, and that there are no advantages either to legacy hires or to people on the basis of desparate impact. Those were previously here, no changes in that article in the art. We have a state-of-the-art drug testing article which is strongly supported by the Apa. I do give them credit for supporting this and being in favor of this in years past and in this year. We have -- we include testing for steroids. That's been done before, but that's been made explicit. We have also added to this contract a memoranda of understanding on two things that were complex, problematic and had the potential to get in the way of our other priorities in this cycle. Phase down is a process that comes from the city of Houston which adopted it years ago because they had from time to time very, very large separation pay costs where you had a lot of people retiring, leaving the department, the city had to write checks for huge leave balances. They came up with a transitional process allowing them to spread those over multiple cycles. The association brought that to us this year. We began review of it, had communications with Houston to look at the pros and cons. We believe there are potential advantages for the city of Austin and since we could not get those problems identified, solved and write an article that captured that contract relationship, we are proposing to have this memorandum of understanding, do a study. If a positive recommendation is made to the city manager from the committee, then within the first three years the parties will reopen to consider including the phase down model. The last piece was on the diversity enhancement in the department, the association raised the issue of making Austin a leader in having special leave available for worklife issues.

[3:38:55 PM]

Primarily this is a gender inclusive issue, especially for individuals that come in that are female police officers that contemplate child bearing years and need to be absent from the workforce for a period of time. Police organizations have not been female friendly in the past, but it also has application to male employees who have worklife chances or who have health challenges that are nevertheless valuable police officers and should be able to extend their career. We have agreed to study that during the

contract, but we don't have a requirement to reopen negotiations on that particular provision. So how did we do? Did we meet our objectives? First of all on wages, currently APD base wage based on our study is 13.6% above the next highest maximum or the number 2 that I referred to earlier. Under this agreement we have slowed that wage growth, we have brought it down in spite of the fact we have included some new incentives that we think provide additional value, projecting that to be 10.7% above the next highest maximum rate at the end of the five-year agreement. That's based on a projection. It's a calculation of what we will be paying and it is a projection for what our comparable cities would be paying based on either existing contracts or what their history has been under their prior agreements.

>> Excuse me, mayor. I understand there's an issue outside where people can't hear. I'm wondering if it would be possible for nonessential staff in the room to leave so some of those people can hear.

>> Mayor Adler: Can we ask about that? I understand the fire chief said the room is full. We have the monitors that are out in the atrium. Is there no sound to the monitors in the atrium?

>> [Inaudible]

>> Mayor Adler: They are in the boards and commission room.

>> [Inaudible]

>> Mayor Adler: Can the people who are not entering at this point fit into the boards and commission room?

[3:41:01 PM]

There's still a lot of people that can't hear. So the request was that nonessential staff related to this give up space for people in the community. To hear. Manager, what's your -- are you comfortable with that?

>> I would ask that nonessential staff that are not supporting this presentation go back to the bullpen to listen until there's sufficient room back in the chambers. It looks like we've got a few.

>> Mayor Adler: We've done that. As people go out, they will be able to come back in.

>> The other thing is if people could move towards the middle of the aisle, then we can see how many open seats there are.

>> Mayor Adler: I'm not sure the fire chief has been -- --

>> Alter: There may be a meeting scheduled at 4:00 in the boards and commission room as well.

>> Mayor Adler: Hopefully they will get the sound turned back on in the atrium. Go ahead and proceed.

>> Thank you, your honor. The increase in base wages in this labor agreement is 1% in the first year, 1 in the second year, 2% in the third, 2.5 in the fourth, and 3% in the fifth. The first year, of course, is a short fiscal year and you'll see that reflected on the wage calculation chart to follow. We have also added in this contract patrol assignment pay. This assignment pay is for officers, corporals and arguments assigned to patrol the objective continues an objective we bargained for in years past because

historically in most police departments your career path was you weren't going to get a significant pay unless you promoted to the next rank.

[3:43:04 PM]

If you promoted from patrolman to detective, that sent you to an office, you weren't in a squad call, you were in another role. And then you promoted later on to a higher rank. And so you had people that were going back out to supervise patrol people in a sergeant's job that hadn't been in patrol a year. This is a tool that has been employed in other communities. We took a very careful look at this. We looked at the market and we are proposing in this agreement and we think that it will give value to the contract and to these personnel to incentivize people staying in this position, \$200, the following year to 250, up to 300, and up to 350 in the last year of the labor agreement. The ratification incentive is a one-time payment of \$1,000 per employee. That's upon ratification of the tentative agreement. If the council approves it. That was included in order to take into account the fact this is a short fiscal year. That the 1% pay raise included in this labor agreement does not result in 1% of additional pay into police officer pockets, and there's an advantage frankly to the city of doing it this way because this \$1,000 is not a part of the pay base in future years. So it actually saves money in years 2, 3, 4 and 5. Under overtime pay, vacation leave no longer counts as work time in calculating overtime pay. That was one of the fundamental points of direction or insistence from this council. Austin had been counting vacation leave as productive time credit so you could be out for a week and come in and work an overtime shift and get paid as if you had been at work all week. That goes away. That's the first year savings and it will be reflected in the calculation of the cost of the contract that you'll see shortly. The police chief may nevertheless allow vacation time to be counted under the past practice under specific circumstances, namely if we're having challenges in filling overtime slots for special events and other kinds of police needs.

[3:45:18 PM]

On other pay items, there's no change to longevity pay, fto pay, shift differential, bilingual pay, education or certificate or mental health officer pay. So we kept those flat. We believe that they are in line with, they are not identical with, but in line with other pays of those types and other police labor agreements around the state. We may be a little higher, may be a little lower on one or the other. We have adjusted the schedule eligibility for shift differential pay so P.M. At 50% more of the shift begins after 12:00, that means the chief has discretion to set the schedule and determine whether or not the shift differential will apply. On holiday pay, we have added a Thanksgiving holiday stipend one and a half times regular wages and that cost is included in the calculation. Under retirement, there's no increase in the city's contribution rate. Your retirement situation is sound. That was really not an issue for this bargaining cycle and overtime we retained the overtime exemption under state law for lieutenants and commanders which was bargained in years ago when the city bargained to change the salaries for those individuals and to make them exempt from overtime because many of these individuals worked lots and

lots of hours of overtime and get paid a salary that covers all of those hours. This is the sheet showing the overall cost calculation for the agreement in summary terms. For your short fiscal cycle of 17 through 18 you have your 1% base wage which is a partial year cost of \$1,079,000. The ratification incentive, the 1 # thousand dollars payment, and the savings you have from the nonproductive vacation time. In your next fiscal year, the year to come, 18-19, second year of the contract and the first full year of the contract, you have the full annualized cost of the 1% base wage.

[3:47:22 PM]

What that means is that you have the additional dollars that you have to pay on top of the base wage that you have for the prior year. Because all the base wages are cumulative. Then you have the first year patrol increment at 200, which -- and that is \$100,000. The 1% base wage for the full year with a cost of two million 179. The numbers get simpler from that point forward because each of these are full fiscal cycles. With your base wage cost and patrol pay cost increment for each of those. Showing a five-year total cost of pay enhancements of 57.7 million. And then and I think everybody understands this, your existing step pay doesn't change. We negotiated no enhancements or changes. You have existing step pay increments where a period of seniority in the department your pay goes up at incremental level. That stays the same, but you have to take the cost to know what it's going to cost you the full five years for that step pay program that's already in existence today. That's the 22.5 million for a total of \$80 million. So the next question is what happens if this agreement is not ratified. And I will summarize these and certainly we can answer any questions about specifics or particulars. Under hiring, as I indicated, you would lose the highly advantageous hiring article, chapter 143 has an entirely antiquated process of showing up with everybody in the same room at the same time in a 100 question test, getting a score on that test, being ranked sole on the outcome from that written examination. There would be no modified or lateral hiring process. We can't go to another police department, find somebody that's been there six years, bring them in here and get an early head start on them going on the street because of that experience.

[3:49:26 PM]

We just have to hire whoever shows up and takes the test. Obviously we can't be especially competitive if we're hiring people at initial entry positions and putting everybody through the same identical training academy. So a significant setback on the hiring of personnel, in addition to the very large percentage for despair ate impact for reimplementing that kind of examination which historically here and everywhere is not consistent with a diverse workforce. On promotions, promotions also could only be based on written test scores. It's a similar statutory process where you show up, take a simple written test, you get a score, you get promoted on that basis. The sole exception is the bypass rule that I mentioned earlier where you can pick one, two or three, but whoever you don't pick goes back on the list and they are still there and the next person on the list. So that doesn't give us the advantages that we believe are current carefully crafted promotional scoring system has given us in terms of the opportunity to have a

diverse group of individuals promoting through the ranks of the APD. Assessment centers or technical skills evaluations can't be used because you would be limited to the written test. Under citizen oversight, immediately you go back to the provision 143-089g that also you have discipline of the -- it's nondisclosure. That's the state law. We're stuck with it for whatever the time period is that we don't have a labor agreement. So the panel would lose access to any of that confidential information. The negotiated changes I explained about the 180-day rule on discovery of misconduct would not be effective and we would be stuck with the old rule that's in effect today. Under wages and benefits, management would be able to reduce or eliminate additional pays that are not currently set by ordinance. You only have two ordinances I believe right now for bilingual pay and fto pay.

[3:51:28 PM]

So you would retain control of those wages and benefits on a go-forward basis. And I will turn it over either for questions, madame manager, or to chief Manley.

>> Mayor Adler: Councilmember alter.

>> Alter: I wanted to ask if you could explain a couple other pieces that were not presented. Some folks may be new to this discussion, so if you can explain the step pay process, you noted the 22 some odd million there. If you can explain that because it looks like they are just getting the base pay increases.

>> Certainly. I'll be glad to do that. To fully understand it, you have to put in front of yourself a copy of the step pay plan that has the charts and columns. But in simple terms it means built into the career compensation for your police and firefighters and ems personnel are increments that are based on their time and service. And so when you come in at the beginning of your career, you get an increase that's automatic after you've been in for a year. And then you get another increase after you've been in for two years. Then you don't get one until a later year. Then you skip a year or two and get another one either at your seventh year or whatever. Every one of those pay plans is different, and when you get to the year where you have the next increment, you are going to get either on three or three and a half or five percent increment in pay in addition to what ever the base pay would be. For instance, in some of our prior contracts where we had zero wage increase, everybody still got their step increases under the step pay plan even in the year that there was a zero base pay increase. And so for individuals that meet their next step increase during year one of this contract, they will get a 1% base increase plus whatever the relevant step interval is.

[3:53:28 PM]

If it's 4%, they get 4% plus the 1%.

>> Alter: Would it be possible for you to be more precise? I don't remember too many at 4%.

>> I'm sorry?

>> Tovo: Could you be more precise?

>> I can't tell you what the years of service are and the percentages are for each step.

>> Alter: Maybe at some point we can have that presented to us.

>> What I'm trying to get that answer, I just look it up. It's not something I have memorized.

>> Alter: I understand, but I think in order for the public to understand what the decision is before us, I think that's important. If that would be possible to see that. Then the other piece that I wanted you to discuss which I didn't hear was the specialty pays. I think there are 12 of them including longevity pay. If you could detail what those are and also maybe show us where they are appearing in the amounts because you said it was new enhancements and some of those are --

>> None of those pays on that list have changed.

>> Alter: Are they calculated.

>> Can we have the presentation back up?

>> Alter: -- Accounted for?

>> So you'll see on slide 14 there's no change to longevity. The statute has a provision so you get a certain number of dollars for every year you have in service. Austin pay is a higher amount for longevity pay, but we have made no change in this contract to the current level of longevity pay. Fto pay means we're paying people extra to serve as a field training officers for individuals training new officers coming on to the force.

[3:55:33 PM]

So they get a spy pended in addition to regular pay -- stipend in addition to regular pay. Shift differential is paid to people who work the late shifts and common in police departments to compensate people for working the less advantageous, higher or more intense calls for service, you know, if you are working in the early part of the day, you may not have as busy a day as if you are working at the nighttime when all the bars are closing and there are more problems and more calls for service. And that is the reason that shift differentials were developed in police departments. We don't change that. We maintain what we have before. Bilingual pay is incentive to pay people extra so we have people in multiple languages and have the capacity to communicate with members of the public that may not be proficient in the English language. Education and certificate pay are created to incentivize officers continuing their education to obtain degrees, certificate pay is for certification by the Texas commission on law enforcement where they certify officers at the beginner, intermediate and master peace officer level and we pay separate amounts for those certificates. Mental health officer pay for individuals that have the special certification, not the basic level of mental health that everybody has when they go through the academy but have higher certification for mental health officers.

>> Alter: I would ask the city manager if we could make sure we have that up on the screen, the actual amounts we are paying. I know they are continuing and not changing but I think they are important for

the public to see. Because it's one thing to talk about them, it's another thing to begin to see the numbers that we have to look at and that we have to consider. The other part of that is where do they appear in the 80 million? Because you said one was new enhancements and one was step pay and the specialty pay, if it's continued doesn't fall under the new pay enhancements.

[3:57:43 PM]

Where is that money accounted for?

>> I can't answer that question. There's your man right there. He did the chart.

>> Those are not included in \$280 million. \$80 million is incremental costs, additional costs associated with this contract as opposed to the existing contracts. Since there's no change in longevity pay, those provisions aren't going to cost us anymore in the new contract as opposed to what they are currently costing us. The reason we put step on there even though there's no changes in step, the frequency of the steps, the step system costs more. Just the existing step system will cost us more over the next five years than what the current contract calls for. Again, like longevity pay, field officer training pay, those are not increasing and the incremental costs is essentially zero. There is no incremental cost. On that part I think we could put up some slides here in a bit that would show you what the different specialty pays are and we're working on getting the data together, the slide that would show you the step system.

>> Alter: The step system is in budget question number 53 if you are looking for it, set out I believe in terms of the percentages. So I just want to be clear. So the total number that we're on the hook for because these things are still in the contract, they just didn't change, is above 80 million.

>> Oh, sure. If you look at all of our roughly 2,000 sworn personnel and total cost of their sworn personnel, existing wages, it's far more than \$80 million over five years. \$80 million is incremental, additional costs due to provisions of this contract.

>> Alter: But is the step pay also the amount that's increased because of the changes in the contract or are we also have step pay increasing because their contract --

>> The step pay is -- the cost of the step system is increasing just because of the nature as you progress through the steps, people get paid more.

>> Alter: I understand you.

[3:59:45 PM]

>> I understand. The cost of the existing step pay includes the cost of the bay pay that's not changing with this contract. So if I'm -- I'm trying to make sure I'm understanding the numbers that you have presented us with. So if I get \$100 and I went up to 105, are you just taking the increase from the contract on that five dollars increment for my step pay or is it on the 105?

>> It's the incremental increase.

>> Alter: I'm paying more than the 22.5 million in terms of covering the cost of the snips.

>> Yes. Because of the cost of the step system. See, it's embedded in their base cost from a --

>> Alter: I understand that. We're trying to understand how much more we are paying our officers over this time period of the five years. They would be getting additional step beyond this 22.5 million because it's coming off of their existing base?

>> Yes. Yes.

>> Alter: Okay. I may need to ask you some more questions later when I absorb that. Thank you.

>> Okay.

>> Kitchen: Mr. Mayor?

>> Mayor Adler: Yes, councilmember kitchen.

>> Kitchen: I just wanted to reiterate, I think it would be -- and I think councilmember alter may have already asked about this, had but I think it would be very helpful for people to see the step pay and to see the percentage and the dollar amounts. Because what was presented to us was simply the -- the increase in the base pay, but that's not an -- that's not -- doesn't account for the entire raise that officers receive over time. So to say that a raise is 1% is not accurate because it doesn't include the percentage of the step pay. So I would ask that we get that chart that councilmember alter had discussed and that that be presented also.

>> Mayor Adler: Sales manager.

>> We'll work on getting that chart up, but the actual step pay program arbitration the actual -- the pay increases are attached in the very back of the proposed contract that has been posted for two weeks.

[4:01:51 PM]

So it's been out there, but we'll get the information pulled up.

>> Kitchen: I'm just thinking, to be user friendly for the community, that is seeing what is presented right now, I think it's very helpful if we present that also.

>> We'll get it.

>> Let me add to that, Chris just gave me this, the current step levels are after year one, officers get a 12% increment. Those are people that come on to the department and that we've trained them to be police officers. They started at a cadet level. They go up 12%. After their first year of service. Year two they go up 10%. Then they don't go up in three or four or five. Then in six they go up 7%. Then they don't go up in seven or eight or nine. Then in ten they go up 7% and don't go up in 11, 12, or 13. In 14 they go up 7%. And they don't go up until they get to 16, where they go up to seven and that's the last

step. So the 22.5 million that you have there, if you have an officer, for instance, that's in their third year right now, they've already got the 10% step, that step not [indiscernible] Because that's your current cost for that officer. The six year step would be in there. Since they wouldn't reach the ten, that next seven would not be many there and that's the 22.5 million. Did I get that right, Chris?

>> I want to make sure I'm understanding that. Their base wages they get paid now, if I just got my step that would be considered part of my base. If during this five-year period I stay longer enough to get another step, that increase --

>> That's correct.

>> Alter: Is in there but what I was getting already in my base from past years is not.

>> That's -- well, the step pay table has the increment that you have. When we do a contract like this they will come back and do a pay table that shows what the pay is for every step.

[4:03:55 PM]

And it will reflect the new wage increments for each of those fiscal years. Fiscal year one will have a wage table. The next year that has the next steps in it will have a new wage table and the dollars for every one of them. In the fourth year of the contract for the people that got a step at 7% and they got the first year 1% and first year 2%, that dollar figure there will be 9% higher.

>> Alter: Okay. Do you have -- you look like you might have had the steps to put on the screen. Is that -- just not everyone thinks out loud with numbers so's had helpful for them to see.

>> Right. Slide 12, please this looks at the different specialty pays the fact that they're not paying but that doesn't mean there's no cost associated with them. They're just not changing. Slide 12. I don't know if this is all of them but these are certainly the big ones. Longevity pay is \$107 per year of serves up to five years, \$2.4 million. We're not proposing any change so it's not costing us any more. 2.4 million per year is what the longevity provision much of the contract cost us. No change there. Shift differential is \$300 per month, 2.9 million annual cost associated with that specialty pay. The field training officer pay or fto pay is \$175 per month. There's not a lot of people doing field training officer programs so that's only \$200,000, bilingual pay \$175 per month, annual cost of \$670,000. Educational southeast pay, is complicated, depends how many hours of college credit you have, if you have a bachelor's, certificate is intermediate, advanced, master, you can't get both. It's kind of complicated but a fairly relatively expensive at \$3.5 million to pay specialty pay to all of our officers for all the educational stipends they have.

[4:06:01 PM]

That gives you a sense of the specialty pays in the current contract that are not changing but what the annual cost of those provisions is.

>> Alter: That's about another 11 million?

>> Sounds right, yeah.

>> Alter: Thank you.

>> If you look at the current for roughly 2,000 officers, the current personnel costs, base wages, steps, specialty pays, it's about \$260 million is what the total personnel cost with over 2,000 officers is.

>> Alter: Okay. Thank you.

>> Casar: Mr. Mayor.

>> Mayor Adler: Yes.

>> Kitchen: Mr. Van eenoo, what about the -- there's additional pay for mental health certification, is there not? Is that in the education and certification?

>> I have to check on that. This is a slide we put together in anticipation of these questions so I can check on that. We'll get an answer to that real quick unless you know right off bat? Okay. We'll figure that out.

>> Mayor Adler: Further questions at this point? From staff? Chief?

>> Good afternoon, mayor, council, manager, Brian Manley, chief of police. Appreciate having time to go over my thoughts on the contract. I think you all have aware that I am in support of the contract. I believe that as in any negotiation, neither party may have walked away with everything that they wanted from the beginning, but I think both parties walked away leaving a proposal in front of you that addresses the concerns that were brought about at the initiation of the contract discussions. I think this contract does a lot in the area of accountability and transparency for the department, and as your chief that's important to me, that we can be responsible to this community, we can give them the information that oftentimes they want that, under current law government code 143 we cannot give them unless we make exceptions to that.

[4:08:07 PM]

I think what the membership agreed to with this contract allows our department to be more transparent and more accountable. I don't plan to go through everything that Mr. Denton just went through because I think you just got a comprehensive presentation on that. There are a few points that I will reiterate briefly, but expound upon on why I think this is an important contract issue. First of all, the most important part of any discipline system is access. And this community, we've heard over the years challenges with people that didn't feel comfortable coming forward to make a complaint against the police department. I think that's why we have satellite locations where citizens with go to make a complaint. You can go to the office of police monitor, you can make the complaint on the street. But as Mr. Denton just said, the system requires now that you identify yourself and then ultimately you sign your complaint with the penalty of perjury there. I think by removing all of that and allowing for anonymous complaints, we are telling this community we want to know when you think we've done

wrong, we want to know when you think we have not lived up to our standards and our policies and we're willing to take down all of the barriers that we see and let you do so anonymously. As the police chief, that's important to me, because the best thing we can do is fix problematic behavior as early as possible, before it becomes a bigger issue maybe for an individual officer or larger issue for the entire department. So I think that that was significant and a great improvement to what we have right now in our complaint system, requiring the identification of the complainant. In the area of transparency, oftentimes we hear that complainants don't know what happened with their complaint and government code 143 again prohibits us from releasing information on those incidents that did not result in formal discipline, which would be a suspension of a day or more.

[4:10:16 PM]

By allowing the police monitor to have closeout conferences with the complainants, even if those allegations weren't sustained and getting them information on the complaint, on their investigation, on what they uncovered, again, I think it's a step in you to right direction, allowing us as a department to be more transparent with this community on what we're doing with these complaints as they come forward. There's been a lot of talk also about subpoena power and the authority of the citizen review panel to weigh in on investigations. I know the citizen review panel actually put a letter out they are in support of of this contract as well with the improvements to the oversight that are included in here. We have a system in place right now that I believe the system is adequate, and if there are failures in the system it's because people have failed. We have a system where the police monitor sits in on every investigation they have access to. The subject officer, the witness officers, they have the ability to suggest questions to our investigators. So if we have investigations where we believe the investigations weren't thorough, then I think either the police monitor's office failed, because they had the opportunity to suggest additional lines of questioning, or I have failed because my investigators aren't asking the right questions. And I stand here before you, not aware of a case where we have had significant issues that we are not thorough in the investigation. And, again, the investigations are having the oversight of the police monitor, and then ultimately the improvements in this contract when we're talking about critical incidences will allow for the citizen review panel to have a member watch the interview of that subject officer and see the reaction, read the body language, again, which will provide more oversight. So when I look at the system, I really think that the system that we have set up today works and if we have a failure it's because somebody hasn't done their job or held up their responsibility in ensuring that we're asking the right questions and then that we're holding people accountable.

[4:12:19 PM]

When I look at the concerns over the suspensions of three days or less being reduced after a period of either two or three years based upon the significance of what conduct, again, I stand before you and tell you that's where you hold me accountable because I shouldn't be issuing discipline of three days or less if I believe that conduct should not fall off an officer's official record after two to three years, keeping in

mind it's always there, it's always in the history, it just doesn't show up when we pull their history for disclosure. Again, I think the systems work. It's that the people have to do the right thing and when they don't there has to be accountability. I stand up ready to take that accountability if we come up short on some of these. I looked at the issue of three day or less suspensions and, again, they're not suspensions for conduct that really goes against the integrity of the organization or the ethos of policing. A lot of them are officers making mistake, either negligent crashes, violations of prosecute pursuit policy, sometimes that third officer just gets ahead of themselves and gets engaged. Those are the type of incidents we see generating these complaints with suspensions of three days or less, again, my responsibility if it's something that shouldn't fall off of their record. Even if it does under government code 143 and under the contract I have the authority to bypass individuals for promotion so if there's an individual up for a promotion and based on previous conduct, past history, concerns I can bypass that individual. Do I retain that authority.

[4:14:19 PM]

We also, if we are suspending officers for significant issues and that officer either he or she is on a current promotional list, we have the ability and frequently make part of that agreed-upon suspension that they voluntarily remove themselves from that promotional list, negating their opportunity to promote, requiring them to test again, knowing that discipline will be held against them for a period of time that we spell out so there's a lot built into the system right now to where we can handle the concerns with officers' conduct that has come up in these discussions. I also am very much in favor of the way this was structured for the stipends for keeping patrol officers, corporals and sergeants on the street by incentivizing them to stay beyond those four years. Patrol is really the backbone of the department, where you make or break your agency, that's where the relationships are built. I can go to all the meetings I go to but it's going to be that officer, that young man, young woman that shows up at the doorstep, shows up at the call, that's where it takes place and the more seniority we can keep on the streets, more seniority within our supervisor ranks to oversee those officers that's very beneficial and why I'm very much in favor of the way we structured the stipends to keep seniority on the street because it's so important we maintain that out there. I will just touch on a few of the concerns that I have if we were to go without the agreement. First of all, in the area of hiring and promotions, our department has done a lot to work towards being a diverse department, to reflect the community we serve, both in total numbers and both in rank within the department. If we go back to straight government code 143 and I lose the ability to add different qualifications and requirements to the promotional process I am concerned that that will be negatively impacted.

[4:16:25 PM]

We would lose the ability to hire in the way that we do now and instead it would be everybody shows up on one day, taking the same written test and the order you fall on this list is the order that we hire you. That's how we did it 28 years ago when I was hired and I think we've evolved and are better for it.

More importantly is in the area of promotions. I currently have the authority and we do this and that is assessment centers for the rank of sergeant, lieutenant and commander and these are very important ranks within the department in overseeing our operations and really ensuring we're working towards our goals and our values. If we go back to government code 143 and we can no longer do assessment centers, our promotions will be based solely off of a written test and, again, there's a lot of research out there on written tests and how different groups perform on written tests. But more importantly, on a written test, you're going to identify people that have the ability to study and then to regurgitate that information on a test. The assessment center lets us test things like communication skills, interpersonal skills, confident resolution, the ability to multitask in an ever-changing environment in the moment. All of these things we really want our supervisors to be able to do on the street when they're making decisions when seconds count and lives are on the line. Again, I think if we were to lose the ability to include these assessment centers in our promotional assessments that would be a step backwards in ensuring that we have the best men and women serving in our supervisory capacities that really are leading the younger officers as they enter the department. The other -- I guess losing the ability to hire modified cadet class. That brings diversity in a different way, by bringing able to bring in men and women who have served in other police departments across the country that meet our minimum standards of size of city and all.

[4:18:29 PM]

They bring a different diversity, policed in different cities by different techniques. I think any time we challenge ourselves and learn from these officers we have a opportunity to better ourselves, also the opportunity to get these men and women on the street in half the time at half the training cost that we do on other officers, and that is a significant concern. And then in the area of, again, being account to be this community and transparent with this community we would lose the citizen review panel, and that is the one true independent oversight mechanism that we have. People may think it isn't all that it should be, but without it we don't have anything and we are in fact the only city that has something like that. So it is something to be proud of, and it would be a huge loss to lose that ability here in Austin. And especially given that what's proposed is to actually increase their authority, to allow the citizens review panel to conduct their own questioning of the complainant in a case or a fact witness, to bring them before their public session and to ask them questions. The other piece I think where we have really increased is the ability to make public the letters from the citizens review panel to the chief and then my response back to the citizens review panel. So the proposed contract in front of you expands those categories on which they can write letters. One of those categories actually talks about anything related to policy and procedure. So it really is making a recommendation on pretty much anything in the department and when they send that recommendation to me it will be public, and my response will be public. So that brings accountability all the way back up again where it should to be the chief's office and this community will be much more aware of the recommendations their citizen review panel is making and much more aware of my response. Again, that gives the manager the ability to hold me accountable and I'm not holding up the standards and expectations of this community. I think that's a huge part of this contract and one that we should not pay -- give less attention than deserved.

[4:20:36 PM]

So I've highlighted the main reasons that I really am in support of this. I understand it didn't accomplish everything that everybody wanted. But I don't think as a community we want to go back to operating under government code 143, which is how we did it 17 years ago, because we've benefited over the years, and I don't just mean the officers and their benefits, as a community we've benefited through all of the additional oversight and accountability mechanisms that have been negotiated over these contracts. So I thank you for hearing me out and if there are any questions at this time I'll make myself available.

>> Mayor Adler: Questions at this point? Councilmember Garza.

>> Garza: Chief, you mentioned your concerns about going without a contract and how that affects diversity and hiring and promotion. Do you have data that shows how, you know -- ca dead classes under the pier 143 versus cadet classes under a more flexible hiring and the same -- or data for promotion list? A one-year, 100 question test promotion versus a more flexible 24 month list.

>> Mayor pro tem's office, actually we were having successions today on that very issue. We're trying to pull back records from 17, 18 years ago. The records that existed back then do not exist in the way they do today. Do I have some rudimentary numbers that we're looking at right now. That we have from back in 2001, I believe it is, is not broken down by rank. It's just broken down by the number of males and females many each of the ethnic categories that we track.

>> Garza: Did you say that you can give more information later?

>> If -- yes. Actually, I walked down here straight from the mayor pro tem's office and I was handwriting it down. I don't know if your staff has it in a better format than my handwriting, but if so that's what we have right now.

[4:22:44 PM]

>> Mayor Adler: Okay. When that information is available you'll make that information available to us? Okay.

>> Thank you.

>> Mayor Adler: Any other comments, questions here? Councilmember Garza.

>> Garza: Chief, sorry. Had seniority on the streets issue, is that something that -- why can't that be handled just by you? Why can't you just decide that -- isn't that -- is that within your power to be able to say that there's going to be a certain number of officers with seniority on the streets without this contract?

>> You get into a position of not allowing officers opportunity because you're -- it would be a real negative incentive to tell somebody you can't leave the street because you have experience but we're

going to let this officer that has less experience than you leave the street. I think we're setting ourselves up to really have some issues in the department if we were to do that. What we do have the -- obviously the authority and we actually do do is if our vacancies get to the point to where we don't have enough officers on the street we freeze anybody from leaving patrol but I would not necessarily be in favor of telling a more senior officer that they could not leave for a desired either assignment outside of the patrol bureau, whether it be k9 or narcotics or swat or one of our specialty units because they have too much time. Then to me that incentivizes officers to leave as early as they can patrol because they may be held back later.

>> Mayor Adler: Anything else? Ms. Houston.

>> Houston: Thank you, chief. You mentioned swat and k9. Do they get extra pay or incentives for being in swat or k9?

>> There are no specialty pays for that. The only specialty pay k9 would get is many of them work evening hours so they would get the same specialty pay anybody would get for working evening hours. There's no specialty pay for being a tactical officer or part of the k9 team.

[4:24:49 PM]

>> Houston: Thank you.

>> Mayor Adler: Mr. Flannigan.

>> Flannigan: Thank you for being here, chief. For -- can you help me understand the operational challenges you're facing in the department that are beyond a lack of number of officers? So I understand there are challenges, and we've heard plenty about how adding more officers to the force will help solve some problems. Are there other operational problems in the department that merely adding more officers won't solve?

>> I'm not sure this is the exact direction you want me to go, councilmember, so straight men me out if I need to. I was before you several months ago and I laid out for you my vision of the department and direction we would take this department fully implementing the matrix report as I know you all would like us to do and we're working towards doing that, the full implementation. It is very important, the involvement of my senior ranks, in implementing the matrix report, that would be the lieutenants, commanders and chiefs. If this contract were not to pat the lieutenants and commanders are no longer exempt and, therefore, subject to overtime for any hours beyond 40. Being on the higher end of the pay scale that would have a significant budget impact but I would not recommend that we have a department where your senior leaders, the ones that you want not only handling accountability during the daytime by reviewing your prosecutes and use of forces and operational plans not be able to go to meetings on the evening or weekend events to continue to build that community trust like I talk to y'all about so frequently. And without this agreement we would be put in a position where I would have the entire lieutenant and command staff no longer being exempted from overtime and would either have to incur significant overtime costs to continue operating like we do and like we need to to build the relationships or be left without that opportunity.

[4:26:51 PM]

>> Flannigan: So I know that you know I'm known for straightening things out, but -- that was a joke. Nobody laughed.

[ Laughter ] Y'all are too serious, man. I was -- wasn't so much talking about command staff. I was really talking about hiring challenges, retention challenges. Are there other things that compensation changes in terms of an operational challenge for the department?

>> If you're asking about why do I think the compensation increases in the contract are necessary to keep doing what we're doing? Am I understanding your question appropriately?

>> Flannigan: Yeah. I mean, I went to belabor it but as the manager of the department, are there operational challenges? The ability for this department to do its job that you feel are being solved through this compensation package.

>> I think we're able to recruit the best and brightest into the Austin police department because we have a pretty strong reputation around the country for being a rather Progressive police department and the pay package is one that is incentivizing officers to come here. Now, the officers will also, if they're considering coming to Austin or to other major departments or even regional department, they will look at what their -- what department they're coming to. So the more we give -- the more we go against the government code 143, again, it's set by law, the protections, provisions, authorities that officers have, the officers would look at that. If they're going to go to a department where you say you have anonymous complaints they'll know that they might be subjected to more complaints in that department versus another and so they would consider that in their decisions of wanting to go to that department potentially than another and I think that that's why the compensation issue, it's important. It should reflect the high expectations of this community that they place on this department, rightfully so, and it should also respect our openness to pulling away from some of those provisions in government code 143.

[4:29:06 PM]

>> Mayor Adler: Okay. Councilmember alter.

>> Alter: Chief, am I correct in saying that the contract does not preclude us from implementing recruitment supports, including money tear things, in order to work on our diversity issue outside the contract?

>> I'm sorry. I didn't hear the first -- it doesn't prohibit us from doing?

>> Alter: Recruitment supports outside of the contract so we could provide tutoring for the test, we could potentially provide a stipend if we met some kind of diversity criteria in our inspiring.

>> I'm not aware of any restrictions under government code 143 that would preclude us from offering incentives or tutoring opportunities to specific groups but I would want law to weigh in on that. I'm not weave any restrictions myself.

>> Alter: So there are things we can do outside of the contract process if diversity of our workforce is one of the goals?

>> Based on how you posed the question and my understanding of government code 143 I do believe the items you talked about would be allowable.

>> Alter: Thank you.

>> Mayor Adler: Ms. Houston.

>> Houston: One more question, chief Manley. You talked about retention. Can you give me some data or is there data that shows how many officers we're losing because we're not either paying them enough or for whatever reasons? What is the problem with retention?

>> I don't know that I've alluded to a problem with retention because we don't necessarily have a problem with retention here. And I think that what we have been talking about, though, is if this contract is not ratified, that I actually at this point in time have 149 officers that have 23 years of experience or more, which means they're eligible to retire, because our retirement system allows an officer at 23 years, any age, to retire. So we have 149 officers that are currently at 23 years or beyond, and given the change that this -- going without a contract, with the sick payout on the end of the career dropping from 1700 hours down to 900 hours, I think that there are officers that are going to leave earlier than they would have so that they don't lose that additional 800 hours for managing their sick time throughout their career.

[4:31:25 PM]

So that's the numbers that we've been talking about and that's the 149 that are eligible today that have 23 years or more. And if all of them were to leave which, again, I would not expect to happen, me being one of them, it would be a \$16.2 million expense on that.

>> Houston: Thank you.

>> Mayor Adler: Okay. Mayor pro tem.

>> Tovo: Just to get back to the question of recruitment supports and some of the provisions that you have within meet and confer for hiring, can you just touch again on the hiring provisions that you have the ability to do now and whether those -- whether you could achieve those same aims through the kind of recruitment supports you were addressing a minute ago, such as tutoring.

>> I think I got it, mayor pro tem.

>> Tovo: You're still basically back to a test which we know has desperate impact.

>> What would happen is you'd be matched to that test all the way through the process. The way it works now we have a rolling application process and so you are either entered into the process at whatever point you submit your application and then that's the point you would proceed through. So that would have, in my opinion, a less detrimental impact on the diversity than everybody sitting on the same day and taking a test and your number is based on how you performed on that test. We will still do the same psychological evaluation, same medical evaluation, but what we would gain under the current system, what we have to gain, is that it's kind of a rolling admission into the process instead of it all being based on how you performed on one test, which, again, as you identified, I know there was conversation the other day amongst council as well is about the impact of standardized test.

>> Tovo: Then could you just address it briefly with regard to promotion.

>> So with promotions, the big challenge there is if we were without a contract and without the provisions that the department has allowed us to deviate from government code 143, promotions would be based solely upon your score on a written test.

[4:33:31 PM]

Currently, the way we do that is we do a percentage. You will take a written test and your written test is between 45 and 50% of your final placement on an eligibility list and I can get you exact percentages if you'd like. The remaining percentage is the assessment center that we do. This is where we bring in outside assessors from police departments across the country that are either at the rank that candidate is testing for or above and we run them through a series of exercises that test their ability to communicate, their interpersonal skills, their ability to operate in a dynamic, changing environment, we'll through tactical scenarios at them and walk them through what their decision points were, how they would handle that. So we would lose the ability to really ensure that we're promoting the most well rounded candidates in lieu of promoting those who scored the best on a test.

>> Mayor Adler: Okay. Anything else at this point? You don't need to come up, Mr. Van eenoo but you handed out a memorandum or sent to council a memorandum that deals with the impacts on budget and on the forecasts going out five years. I have questions about that. So at the break in this, I want to touch base with you to understand that. If other people want to have Mr. Van eenoo come up and do that here, he certainly can. Yeah, not now, but to bring him up later. If there was other interest I would have him do it here. Otherwise I would grab him and have him help explain what that was. So I just point that out. If any of the councilmembers are ready to go to public testimony, we can do that. Mr. Van eenoo?

>> So not on the issue you just asked about but in regards to mental health, the stipend is \$175 a month, \$300,000 a year for the mental health stipend, which wasn't on our list we put up earlier.

[4:35:38 PM]

>> Kitchen: How many officers.

>> 150 officers get that stipend.

>> Kitchen: out of how many?

>> Roughly 2,000 sworn personnel. Chief might have a more exact number.

>> Kitchen: We only have 100 what?

>> 154 I believe people who get the mental health stipend.

>> Kitchen: Out of about 2,000. Okay, thank you.

>> Mayor Adler: We'll go now to public content. Before we do, this is obviously a real significant question coming before the council, and there are a lot of people on this on both sides that feel very fervently as to the view or the position or the priority that you're here to hear about or to advocate. Empty weeks leading up to this, I've had the opportunity to have spent time with folks on multiple sides of this issue, and I've been really impressed with the constructive nature of everyone that has come into my office and that I've had the chance to visit with. And I appreciate the fact that many of those people have engaged with other people whose views are different than theirs are to talk through the issues that we have here. I say that because as we get the public testimony, there will be speakers that speak differently than the positions that we -- that people might have. But I firmly believe that most everybody who is coming up to speak here has the -- is driven by what is best for the community and for the people that live here, even if our conclusions are different. And I just want to ask and say that it is the expectation of the dais that will conduct this conversation in that kind of constructive way.

[4:37:45 PM]

Which means that we will just subpoena constructive as people talk and we'll listen to what people are saying and recognize that this is a tough question but most everybody comes here with constructive motivations. All right. I'm going to -- I have five people speaking for, speaking against that will begin with three minutes. And then we'll get to the people one minute until we break for dinner, which will probably be, you know, near about the 6:00ish for us to take that break. We're going to begin with Thomas [indiscernible] And Sam [indiscernible] Is on deck. Will be speaking at the other podium. Sir?

>> Thank you, mayor Adler and council for the opportunity to speak with you today. My name is Thomas

[indiscernible], vice president of the Austin police department. I was on the meet and confer team during this year's negotiations. Over the past ten months the Austin police association and city of Austin have associated a tentative agreement that addresses the community's desire to strengthen transparency and improve sixian oversight. This contract includes fair raises for officers while adjusting the trend in the cost of police salary pending. That you this contract we can accomplish these items while maintaining the ability to be the employer of first choice for officers across the nation. Our officers voted with 85% approval. This is unlike any other contract this council votes on. It's not another labor contract. It's a contract between the Austin police department and every member of this community.

This contract was negotiated in good faith, was not rushed, included input from the community and stakeholders.

[4:39:48 PM]

I believe we are the finest police department in the nation and I believe this contract furthers that notion. One point that merits great destination is the fiscal impact of this contract. With this contract we reduce the footprint of police salaries -- that police salaries occupy on the general fund and leave over \$100 million over five years for council to spend as they see fit. Pull up the first slide, please using numbers from the city budget office we were able to identify a way to secure modest raises for officers while simultaneously reducing the footprint of legislatures on the general fund. Understanding the need to see what this trend would look like over five years we attempted to get these salary costs from the budget office. We were unable to look at these numbers from the city. We looked at historical data to identify trends that would allow us to forecast what police salaries would be for the next five years. That's what this slide is. Second slide, please. After forecasting the total police salary cost, we used general revenue numbers from the budget office's financial forecast. I'll add I got new numbers today so this is the most up to date information I've been given to identify a downward trend in the general fund revenue spent on police salaries. This moves from 24.47% on the general fund spent in fy17 to 25.14 in fy22, reduction of over 2%. While this may not seem like a lot, in fiscal year 22 the forecasted general fund is over \$1,223,000,000. The difference between that amount -- between the amount we would spend if we spent the same percentage of the general fund that council spent last year and the amount that we have forecast to spend in fiscal year 22 is over \$28 million. As you can see on the slide in front offer you that over the five year life of the contract there's a total reduction of police salary pending of over \$100 million. There's money saved in each and every year that council may use for health and human services, to hire more officers or spend, however, they see fit.

[4:41:49 PM]

On this slide we have shown how many officers this reduction could afford to hire each year and as a total. We have only done this through demonstration purposes.

>> Mayor Adler: Hold on one second. I see you have two people who donated each. Is Connor Hillard here?

[Indiscernible] Here? Then, circulation you have one more minute.

>> Yes, sir. We're not here to ask council to hire this many officers over five years. We want to show if council wanted to spend tomorrow what they spend there's plenty of money to grow the department. We were also tasked with bringing down the percentage that our salaries are at the top end of our patrolman salary above our competitors. We were able to bring this down from 13.6% to ten-point%, like Mr. Denton expressed earlier. The last thing I would like to talk about are the long-term financial

implications of this contract. In the fiscal year 2018 budget all city employees were given a 2.5% raise. The five year cumulative cost of those raises is over \$22 million. The fy18 financial impact of our contract is just over \$3 million in the first year. When you calculate the five year cumulative cost it's just over \$11.6 million. I find it troubling that this low level increase of compensation for officers is being touted as fiscally irresponsible when given in exchange for increased transparency and expansion of civilian oversight.

>> Mayor Adler: Thank you.

>> Thank you.

>> Mayor Adler: Can you please -- sir, can you get copies of that --

>> I had copies for you because we actually just got new budget forecast numbers, those same numbers I gave to you guys, so I have just updated my spreadsheet so I'll give you guys the most up to date information.

>> Mayor Adler: Is that something you can hand out to us?

>> I have it on a thumb drive on my laptop right now.

[4:43:52 PM]

>> Mayor Adler: If you give it to someone on my staff they'll make copies here for the dais.

>> Yes, sir.

>> Mayor Adler: And are your -- my next question was, have you seen the numbers that came out from Mr. Van Eenoo?

>> Yes, sir.

>> Mayor Adler: Are your numbers consistent with that? Did you use those snubs?

>> That's the numbers I used, yes, sir.

>> Mayor Adler: Stay this for a second. Councilmember Kitchen.

>> Kitchen: I don't have a question. I want to say thank you for providing this information. But I would say, Mr. Mayor, that these numbers are dramatically different from what was provided to us by our budget officer so I'd invite you to talk with our budget officer. The numbers from our budget officer does not allow for this kind of hiring and this kind of excess. I appreciate -- I really appreciate the work that did you and I don't mean to discount that. I just want the public to understand and everyone else on the dais that these numbers are not even close to what our budget officer has provided.

>> I think, Ms. Kitchen, if you're referring to the amount of officers that we can hire, I do think there's a fundamental difference in how the budget office views my spreadsheet and how the police association views our spreadsheet.

>> Mayor Adler: Okay.

>> Kitchen: Thank you so much.

>> Mayor Adler: Mr. Van eenoo, when you come up to explain your spreadsheet and your moo, a question we'll -- memo a question we'll have is help us understand the differences between the two. To the degree you don't have the information to do that, to the extent you can touch base with him to get the answers we'd appreciate that. Thank you. Now, before you begin, the speaker who will be moving up to the other podium is Chandra Ewing. Please.

>> Thank you. So good evening. My name is Samuel

[indiscernible], cofounder of campaign zero, a national organization focused on police accountability. We have launched the first comprehensive review of police union contracts around the country in the hundred largest cities.

[4:45:54 PM]

Of the 81 cities where we got their police union contracts, Austin's was in the group of six cities that had the least accountable contract in the country. And let me go into why. Austin's police union contract, as you discussed a little earlier, the 180 day rule allowing tours escape accountable because of a mere technicality about how long their investigation took place or when the police chief was notified of it. We've seen provisions in this contract that do a number of other things that are harmful for police accountability at a time when so many people are feeling unsafe because of police interactions that they've had or they've witnessed. We see in this contract through the enabling of the citizens oversight structure that it limits the structure of -- to not having subpoena power, not having the power to discipline officers. These are powers that civilian review boards across the country have, whether it's in San Francisco or in Oakland, Atlanta has the power to subpoena officers, miami-dade, so many civilian review boards and structures have this power and yet in this contract it actually prohibits the citizens oversight board from having that power. We see in this contract the eraser and reduction of evidence of misconduct, whether it is evidence of suspensions, one, two, three days, reducing the written reprimand and preventing the public from having access to them. Although we looked at six different categories and ways in which police union contracts, harmful to and undermine police accountability and Austin had all six issues. So I'm here today to talk about what an alternative could be. Where instead of spending \$80 million over five years on a police union contract to increase benefits and pay to a police department that is already the highest paid than any other department in the state, you have an opportunity to be a leader in this space of standing up for police accountability and transparency and demanding something better, demanding that Austin lead, not only in terms of accountability, not only in terms of civilian oversight but also leading in terms of understanding what the priorities are and how best to achieve them.

[4:48:05 PM]

If the priority is safety, the research literature is quite clear that the best approach to achieving that is not investing more in police. A study from Patrick sharky just came out that showed that every ten additional nonprofit organizations, community organizations, working on community safety were correlated with a 9% reduction in murder rate and 6% reduction in violent crime rate. With that \$80 million you could invest \$800,000 in 20 organizations over that five-year window. That would have a substantially higher impact on public safety than investing that money in a police union contract that is still unaccountable.

[Buzzer sounding]

>> Mayor Adler: You have donated time from Matt Wallace. Is Matt Wallace here? You have an additional minute.

>> Thank you.

>> [Off mic]

>> Wonderful.

>> Mayor Adler: What are your names? Amanda mills?

>> Yes.

>> Mayor Adler: Okay. Just her? All right. You have two more minutes.

>> Great. So as I was saying, this is an opportunity to lead, number 1, to lead in terms of achieving public safety in an evidence-based fashion that invests in community approaches, that invests in mental health response, and substance abuse prevention, crisis intervention and does not invest and continue to expand an approach frankly not as driven by data in actually what works. Second when we talk about civilian oversight we looked at many of the changes that were proposed here that we just heard, and so many of them are just small compared to what we've seen so many other cities do. When you look at the data on community oversight we talk about the need to have citizens oversight board but that board is so ineffective and powerless it really does not add value to the current situation. When you look at the data, 170 complaints of police misconduct levied in 2015, most recent year available, and we found that only 7% of those complaints were sustained.

[4:50:06 PM]

And of those only three complaints resulted in a suspension of the officer out of the 170 complaints, less than 2%. Now, obviously, 170 is probably a severe undercount because of how difficult it is to actually file a complaint. What we see is a structure that has been created that actually does not achieve the goal of independently investigating, does not have the power to subpoena, does not have the power to actually ensure a transparent and accountable process that is civilian driven to ensure accountable and so you really have a few options here. One, it could be to really push back on this current negotiated contract and demand a contract that is a leader in the space. A contract that is accountable, the most

accountable contract in the country that not only removes the problematic provisions but ensures civilian oversight process that can lead this country in terms of power, in terms of the power that invests in community to get to the truth about what happened and ensure that accountability happens as a result of police misconduct. You have the option of leading in in terms of of how you shift --

[indiscernible]

[ Buzzer sounding ]

>> Mayor Adler: Somebody else want to donate a minute to him?

>> I will.

>> Mayor Adler: What's your name?

>> [Off mic]

>> Mayor Adler: I'm sorry? Okay. Would you come down to the clerk. Make sure she has your name. One more minute.

>> Sure. Finally, you have the power to join an emerging movement of cities across this country for the first time standing up saying we're going to hold the line and demand an accountable police department with the hundreds of millions of taxpayer dollars that you are spending on this department. Citizens deserve nothing less. You can actually join a movement that started with San Antonio, where for the first time you had a non-unanimous vote on a police union contract reauthorization. You have cities like Portland, where they actually successfully removed provisions in the contract that established that 48 hour rule that delay in actually getting to the truth of what's happening in an incident of misconduct, they removed that because they were serious about accountability.

[4:52:13 PM]

You're seeing in cities like Chicago where the city council has said they will not vote to approve a contract unless all types of provisions problematic are removed. Here you have Austin where you can go much further and a leader in this country for police accountability for standing up for the most marginalized and basketted citizens and demanding a investment in what works. Thank you.

[ Cheers and applause ]

>> Mayor Adler:

[Indiscernible]. So we have like 160 people to speak. We're probably going to be going really late and I recognize so that I would ask as best we can we go from one speaker to the next speaker, really it will add 45 minutes. So thank you. The next speaker we have is Chandra Ewing and the next person if they would start working their way is duret mckiss son. Chandra, do you have donated time?

>> I don't think so.

>> Mayor Adler: You have three minutes.

>> Yes, sir. Mayor, madam manager and all on council, thank you for allowing me to speak. I spent nearly 15 years in the military and --

[ cheers and applause ] I was on indefinite enlistment. I was going to stay in the military. That was where I wanted to be. I was approached by a white male to join the Austin police department and I hadn't considered it or anything but I decided to come down here to find out what is that he thought I would be so good at. I walked in the recruiting, saw a white male, a black male, a black female, hispanic male, and I thought, wow, this is different than what I thought it would be. When I was in my academy class, we had white males, black males, black females. Across the board.

[4:54:13 PM]

We had a whole gamut of races in there and I thought this is where I -- this is pretty good. I was able to get out of the military nearly 15 years and started a new career here. We need this contract. Because we want to keep the department with the face of the community that it serves. We want to keep the department transparent. We want to keep the department in the way that it's going. You talk about moving our department into the future, this contract will catapult it into the future. We need this. If we go back to civil service we go back to pen and paper tests. From my experience and seeing it sometimes working in recruiting, the military is made up of 70% white males. That is statistically correct. If we go back to civil service, the pool that we get will be pooled from the military. Because we pull a lot from the military already. So we would be pulling a lot. That's going to be the face of our future. It's already known how different races perform on written tests. It's statistically true. If we go back to pen and paper and continually pulling from the military with 70% of males being in the millimeter, making up the entire military, our -- the face of Austin police department will look a certain way in ten years. We don't want that. We don't want to go back to pen and paper and we don't want to go back to 1979 or 1980. We want to keep moving in the future. We want to keep our officers safe, keep you safe, keep the citizens safe. And this contract is one that I truly, truly believe and feel that will get us to where we need to be for the future. I also feel that when you look at the 70%, the way we're moving, and civil service gets -- those persons coming from the military get 5%, five points already added to their final score when they're being recruited, that's another advantage that gives that pool of persons that are being recruited so we need this contract to move us further into the future.

[4:56:25 PM]

>> Mayor Adler: Thank you very much.

>> The next speaker that we have is [indiscernible] And then coming back here will be Andrew Ramiro. Mr. Mckesson, did you have time donated to you?

>> I don't know. I think I'll be good with three minutes.

>> Mayor Adler: You're on.

>> I'm a national activist and cofounder of campaign zero, an organization centered on solutions around police violence and accountability. Like Sam already talked about we did the first ever public analysis of police union contracts around the country and I'll just talk about a few things. It's one we believe in safety, believe communities should be safe, when people go out they should know they can come home and accountability, there will be standards and consequences when people don't meet standards and a justice system that is fair and equitable. The challenge with this contract and police department right now is that it doesn't actually have a justice system that is fair so we think about what it means that there's a difference in the rules that the police play by. We think about three things specifically. One is the 180 day requirement. Right now the proposal would mean that that will be ready for criminal complaints, criminal proceedings. When you think about things that aren't criminal, if a police officer pulls their gun, points it at somebody, called them an N word or another slur is that wouldn't be changed by this. We know just because a victim doesn't come forward immediately or in 180 days it doesn't mean there wasn't something wrong with that. Second is we think about this contract right now allows the police to have access to investigation material before they're interrogated. There's no other public body or proceeding where somebody gets access to all the investigation materials against them before they're ever interrogated but that's not a fair staff recommendation not something any private citizen would benefit from and there's no understanding how that allows the police to do their job any better. Like Sam already talked about, what does it mean to have a citizen oversight board that has no structural power, at best makes recommendations.

[4:58:30 PM]

We know there's civilian oversight boards across the country that do have those things. We think about teachers and think about the importance of standards for teachers. This isn't about being against teachers. It's about saying we think kids should have great educations. This isn't about being anti-police, this is making sure there are standards in community that hold people accountable. I've never been a doctor before but I know what hospitals and doctors and care should like like. I've never been a police officer. I understand the role is hard. I also know there shouldn't be a difference in the rules police get to play by. This contract sets you up. If you vote against it right now to do something that is remarkable. I was in the Baltimore city school system, managed contracts in the human capital office, a department as big as Austin public schools and I say that because I know that the negotiating table sometimes you have a chance to change history and change the course of a department. And you have that right now. You have a chance to do something that will put you on par, make you a leader in this space that has a structural power to make sure the police are actually held accountable in real ways and I think if you don't vote for this contract you are sending a message that you believe there should be real teeth, something in this contract that is meaty and I think that is a standard there. As Sam talked about there are cities across the country that have done that and we would love you for to join that team. Thank you.

[ Applause ]

>> Mayor Adler: After Andrew talks and coming back to the other side will be Walter moreau.

>> I'm Andrew Romero. I'm the vice president of the police association. I'd like to introduce a video. One of our other sergeants, Miami crimrine couldn't be here.

>> Mayor Adler: Let me check. You have donated time. Is Sarah Marshall here? You have three --

[5:00:30 PM]

>> I'll donate my time

>> Mayor Adler: Five minutes?

>> Dustin would like to donate a minute as well.

>> Mayor Adler: And Dustin?

>> Klingscales.

>> Mayor Adler: Someone else raised their hands.

>> We're good.

>> Mayor Adler: 6 minutes. Go ahead.

>> I'm so sorry you've been able to -- I'm going to be marrying the love of my life and --

>> Mayor Adler: Sorry, we don't have any sound. Can you start this again?

>> Absolutely.

>> Fiancee, and, after the November 18th, he'll be my husband and I'll be his and we will be -- mayor, council, I am truly sorry I will not be here today when you discuss the answer to the questions. In a couple days I'll be marrying the love of my life and fiance. After November 18th, he'll be my husband, and I'll be his and we'll be on our honeymoon. To be able to say that and be part of that is truly unique, unique to the successes of our unit. I wanted to stress why we wouldn't be here. If it wasn't this. I would love to be here to answer questions. We are the first and only lesbian police officers in the state of Texas. The reason we were formed was because of the opportunity that this apartment, allowed us to have. We realized back in 2009. That there was an opportunity for us to reach out and help educate others, about what needs to be lgbt and what needs to be lgbt working within the Austin police department.

[5:02:35 PM]

Our organization, which I happen to be one of the family members are has been able to come together and really make strong interest in the community and build respect between law enforcement and the community. When I came 16 years ago. I never thought I would be sitting in front of a camera being

honest of who I am and being able to tell my story of who I love, why I love, and be able to continue to do this profession as a law enforcement officer. I can tell you this department don't judge me based on my orientation at all. I had the opportunity to do phenomenal things in my career. Not just me but members of this department. It's very unique for this city. It's been said during the contract negotiations one of the things that's been brought up, our department is not diverse enough and doesn't pay attention enough to what the community expects of us, I'm here to speak about that because that's a falsehood. A myth, and certainly something I've not seen in regards to this department relationship with the LGBT community. We've done incredible things making inroads back into the community. Because we have a transgender officer and issues he went through. When council got the go ahead to recognize that transgender and health care benefits are not just for the police department but for every partner workforce, and they changed that to allow every part of the workforce to to allow this. It was the Austin police department talking about the suicide in the LGBT community and LGBT youth.

[5:04:39 PM]

We were the third partner in the country, and frankly if you have an opportunity to Google it gets better video, I challenge you that that's the best video that's been put out there. I had somebody from Europe e-mail us and say, wow. Wow. And we're from Texas and this is what you're all about. I want to be a part of that community. What we have done in our department, is -- has been phenomenal not only due to the leadership of this department and due to the leadership of this association. This police associations been the first police association that recognized on the Austin police association because they value this community and value these officers if you want to say we're not accepted and not part of that community, I challenge that. I'll live you with this. Last year we had the opportunity to survey about 500 members who attended the pride festival. Granted it wasn't a signive survey but we asked 500 individuals and winter action they had between their community and Austin police department. Of the most staggering statistics is 92 to 95 percent respondents said if I was a Vick tinge of the crime I would report to the Austin police department. For them to come forward and say, if I was a victim I would know I'd be trusted and respected that's a huge benchmark to show the inroads we've made in this community. Our police department is insanely diverse. Could be better. Everybody can be better. But the fact that our organization, the first and only state of Texas, has close to 150 members of this department, that are members of our organization, is pretty telling, on how many people that are willing in the rank and file, to accept who they are and championing them and championing them going in and accepting them into the community.

[5:06:48 PM]

We're constantly continuing to evolve. That's one of the reasons why we're going to roll out after the first year of mutual affidavit. And joining every member of the department regarding issues of the LGBT community and Austin police department and very few other departments around the country that ever speak to that and we have people in the forefront. Being sky verse, we are. Mayor, council, I -- in short --

>> Thank you, Mike is a great example. I worked with Mike my whole career, and he's a great --

[ audio interference ]

>> Is it okay if I finish my thought? So I've worked with Mike my whole career, and he's a great example of the wonderful people that we have in this department, and we want to make sure that we get the Mikes of the future and this contract is a huge part of that. Without the contract, it's going to be really, really difficult for us to be able to have these types of folks in our department.

>> Thank you. Yes?

>> Mr. Romero, is there anything in the contract that prohibits that without the contract the department wouldn't be lgbt supportive? You know, I think what I'm speaking to, because I've known Mike for so long. I know Mike can do anything he wants to do in this world. We're paid -- I mean, part of this contract is about the compensation. We're paid a wage that allows us to compete with the other opportunities that the Mikes of our department have. Mike could do anything. And he chooses to be a police officer because he wants to serve. But he also has a family that he has to support. And our contract is the reason why he can make that sacrifice to our community, and so, yeah, it's -- Mike could do anything he wants to do in this world and he chose to be a part of this department.

[5:08:53 PM]

And I want to make sure that all of the Mikes that are out there, don't pick some other department, because the cost of living is less, compared to the pay that they don't pick another department, because they are not in the middle of a huge contractual dispute between the city and the association. That's what's important about this contract.

>> Thank you.

>> Mayor Adler: Thank you very much.

>> Mayor, can I have one point, one more thing?

>> Mayor Adler: Yeah. I just wanted to make it clear to my colleagues that there wasn't anything that the contract was required to do in order for the department to support lgbt officers. I have all of the respect in the world for officer crimrine and work of lgbt. And the support the chief has given to the department. This is a conversation about compensation and it is not a conversation about lgbt support or not lgbt support. I just wanted to make that clear.

>> Mayor Adler: The next speaker we have is Walter, and then at the next podium here will be "B" Eno.

>> My concern with the contact is where we --

>> Mayor Adler: And you have time donated to you as well?

>> I don't need it.

>> Mayor Adler: Okay. Three minutes.

>> Big concern is, can we afford it? I think you all know this is the big budget decision that bakes in for five years the biggest expense that you've got and you guys speak for many other human social service agencies in Austin that work on job training, mental health services, victim services, substance abuse programs. We all -- we don't pitch ourselves as crime prevention programs but we have that impact. Usually at budget time we're here scrambling around looking for funds.

[5:10:54 PM]

I'm proud to say this budget time you were able to find \$100,000 that helped us with health insurance enrollment. We have two days left. We enrolled folks and trying to get 5,000 folks enrolled. You might not think that's crime prevention but when they have services for chronic disease, mental health, substance abuse it reduces first responder demands on police and other responses. Whatever you end up negotiating that cost gets baked in and impacts health and human services, parks, libraries, environmental protection, property tax, everything else that you all care about. That's my main message.

>> Thank you.

[ Applause ] Council member alder? Alter.

>> Thank you for Ming here. Can you tell me what the goal is of one voice and how many members? Woo have 100 members and our main goal is advocate for health services. Of gl thank you.

>> Mayor Adler: Mayor pro tem. ? Have they taking ren a position?

>> They have not taken a position. They have expressed a concern at the last hearing to make sure it's something that you can afford because it really impacts everything. .

>> Kitchen: Thank you. And I appreciate you being here. Council member kitchen?

>> Kitchen: I believe one voice or significant members have spoken about the need for additional dollars and health and human services.

[5:13:02 PM]

I believe there was a number of 6 million or so. Am I right in saying that the organizations that you represent have expressed the need for additional dollars in health and human services?

>> Correct. One voice and various agencies, for many, many years, the health and human service funding at the city was flat. It has not kept up with the growth of population, has not kept up with other peer cities. I think it's safe to say none of the members have step increases in their pay scales. We don't have the other benefits that are here and we're suffering with the cost of services and payroll to keep up

in Austin. This is not just an \$80 million, five-year. That's maybe the incremental cost. It's way bigger than that. . Thank you.

>> Thanks.

>> Mayor Adler: Thank you. At the next podium over here will be Katy sully. Mr. Garden?

>> Sure.

>> Mayor Adler: You have three minutes.

>> Do you have time donated to you? You have 3 mines.

>> Hello, I'm an Austin police officer, work patrol, I'll be highlighting building community trust and strengthening transparency. I am a board member with the Austin cost for charities and a member with the amigos organization. The proposed contract gives the office of the police, opm, the ability to assess complaints, have full access to internal affairs investigations, files and interviews. Monitor and make recommendations on policy, procedures, and discipline, conduct community outreach programs and publish annual reports. Disciplinary memos published and obtained on opm website.

[5:15:06 PM]

Complaints will now be allowed to be filed online and anonymously. And additional person from the opm will now be able to attend disciplinary hearings, and a complainant will now have 30 days following notice of the outcome from the opm to refer the complaint to the citizen's review panel. In closing, I would just like to say that, this contract, proposed is also a contract within the community and the department, the organizations that we serve and participate out to help the youth will be enhanced, and the trust that we have built, within the history in the past, we can build on and allow or officers in the community the peace of mind needed to build the best department in the state and nation. Thank you.

>> Mayor Adler: Thank you very much. Okay? Next speaker we have here is Katy sully. Mr. Sultry, I think you had time donated by two people. Is holly Kirby and Norma Herrera here? You have two plus three.

>> Kay sully is my mom. I'm one of David Joseph's brother, I don't have any percentages or anything like that. I don't have anything written down. But I mean, I understand they want this contract and I know everyone is in the giving season, given that Christmas is around the corner and all, this is just one of those things that if you really want to be held accountable for everything that's happened in the past you honestly have to sit there and think about what exactly has happened and how this contract is really going to -- really going to change what the fact that you're being held accountable. If you want to be held accountable, the fact that you're even asking fog something like this is not being held accountable for everything that has happened.

[5:17:09 PM]

Because, I mean, if I want to be held accountable for something, I know myself, I know I've done wrong, so automatically, I know that I can't sit there and ask for something knowing what's been happening in the past has not been right. If you look at everything that's been going on in Austin, Austin is a great city. We have beautiful people, the environment is amazing. Everything is great. But the people are shaky right now with their police department because we have a lost uncertainty of what actual protection is going on here. Police officers are thinking about themselves and coming back before they actually think about the people they are supposed to be protecting. And I mean that comes down to, at the end of the day, what are these officers doing it for. If you're going to do it, do it for -- do it because you love the city and you love the people and you're doing it from your heart. Don't do it for a paycheck. Don't do it because this is the only job I found, do it because this is what you really want to do. That's what real policing at the end of the day is, because you're willing to put your life and everything on the line because you love your community but if you're thinking with the mind set, I have to make sure I do this and do that, then it's no longer about the people it's more about you. And I thought as a police officer, we got to think about the next person before you think about yourself. It's like working on -- it's like being on a basketball team or football team. Automatically, you are held to a different standard. The coach is going to look at you different than any other person in that school because you are on that basketball team. So, automatically, you are a police officer, you know you're held to a different standard than anyone else. So, the way you carry yourself should be different than anyone else, and the fact that you're not being held accountable, if someone about it, but you can do it just because you have a badge and you don't get away with something. You have to sit there and think about, are we really in the right right here? Are we really being held accountable? We have to sit there and ask ourselves yaepd, what are we really doing here?

[5:19:13 PM]

That's it.

[ Applause ] Mr. Casar.

>> Shaw: I want to thank you and your mom for coming today. I don't just think for our service but for you and the zee that we wish for things to be different. Thank you for coming.

>> Thank you.

>> Mayor Adler: The next speaker, that we have, is Cindy Siegel? And then at the other podium, ronjani.

>> Good afternoon I'm Cindy Siegel and probably served the city of Austin as an Austin police officer for over two decades. I've also actively participated as a member of the bargaining team in the last meet and greet negotiations. I believe they have bargained in good faith in both sessions. We've bargained not only for the officers but the city as well trying to support a reasonable balance. During this bargaining session a request was carefully presented for our consideration. The first previously mentioned 180-day rule. This limits time to discipline an officer from 180 days of occurrence of a rule violation. We were asked to consider putting into a contract exception to this time night. We do not want other officers to keep working in law enforcement capacity while breaking the laws they would

sworn to uphold. The agreement allows the chief to discipline beyond this 180 day occurrence. This new agreement allows for 180 days to start once the assistant chief becomes aware of the alleged violation.

[5:21:17 PM]

This is not dependent on whether or not criminal charges are filed. Currently suspensions are to be reduced to written reprimand. The city believes offenses should not be down graded. As such it is agreed to put in the contract. Suspensions used by forced policy or policing policy will be excluded from being reduced to written reprimands. Third subpoena power by citizens review panel. This was not agreed on for a variety of reasons. The crp identified them as not an investigation unit. Opm is part of investigation with full access to the internal affairs case and full ability to ask questions. Crp does not make recommendations on punishment and cannot subpoena witnesses or evidence. The fourth I'm addressing is to allow misconduct to be considered equitably in the promotional process. This is something that's already in place under statute. The police chief was the right to consider prior discipline before making a promotion and can in fact pass over a promotional candidate for cause. Thank you.

>> Mayor Adler: Thank you.

>> Hi, I direct the clinic at U.T. Law come school. My students and I found it's pretty well established civilian oversight of policing is critical. What makes civilian oversight effective in you need a couple things. First you have to have investigative powers for the civilians doing the oversight. Here's why civilian oversight is unique. It's the only people outside of the police system and outside the city system who are truly independent and can oversee the police.

[5:23:25 PM]

When they are overseeing the police, they have to be able to subpoena and get all of the data that they need. Data access is critical to actually looking and doing the oversight. If you can't get the data you can't do oversight. We found that across the country, when civilian panels have oversight -- I'm sorry, subpoena powers they get the data. They rarely have to use the subpoena powers but the fact it's there it's critical to getting the data they need to do investigations. Second they usually have investigators so civilian review boards have investiga investigators who are separate from internal affairs investigators in order to independently investigate critical incidents as well as pattern and practices. What civilian oversight panels can do. They've done this in Portland and New York. They figure out our research policies they can look at patterns and problems outside of incidents. Our civilian review panel has done some great things here and has made some great recommendations to the chief. It would be great to get responses from the chief but what we should be doing is be on the strajoke tori to strengthen civilian oversight. That's what this new contract doesn't do. Once you finish investigating you need new mechanisms for accountability of the the civilian pant has to make recommendations in a small subset and in all cases and all patterns where they see problematic policing. That's what gets us closer to

community policing and bidding trust but also what we know is right which is more effective policing which is policing that doesn't sacrifice safety, or racial justice or economic justice in order to produce particular public safety outcomes so I'll stop with that. The last thing I'll say is, civilian oversight has even produced great insights into taser policies, pepper spraying. They can get down and dirty into the details of policing if we give them the power others to do it.

[5:25:30 PM]

Thank you.

[ Applause ]

>> Mayor Adler: Those were the speakers that -- for the pre-dinner portion. At 3 minutes, we're now to 1 minute a speaker. Is Ray Collins here?

>> Yes. And on deck would be Kevin Foster. When Kevin Foster comes up, you have dominated time from Sophia. Is Sophia here? Thank you. Also from Elizabeth Oliver. When Mr. Foster comes up you have three minutes.

>> Excuse me, mayor, I don't know if people are in the atrium realize people have left and they can come in. If possible to let them know that.

>> Mayor Adler: If you're out here listening, we have extra seats in here you can come in. Mr. Colin, one minute.

>> Ready? Thank you. My name is Ray Collins I'm a medical editor now retired. When I retired two joints was a felony. One of the things I noticed about Augusten, people with skin darker than mine went to prison for two joints. My lighter skins got probation for an ounce. At that point I started paying attention. You all received e-mails from me with just the facts. Now I'll tell you my 50 years of Austin history. People of color of killed, beaten and busted by the Austin police department in numbers far in excess of any alleged misdeeds and the portion of the Austin top lakes they present.

[5:27:45 PM]

Starting with the election this year and this afternoon that 50-year-old pattern change was this no vote on the police contract. Skipping forward when I arrived in 1966 -- that's all my time already?

>> Mayor Adler: It's only one minute but you can finish your thought in one breath. Are there people who want to donate time? Would you please come down to the clerk and give her your name?

>> How much more time?

>> Mayor Adler: They gave you an additional minute. You have an additional minute.

>> Thank you. Skipping forward, from when I arrived in 1966, let's thought move to Elizabeth Watson's time as Austin's chief of police. There as a beatdown and chief Watson expressed concern about that event. In response, large numbers of officers retired. Causing disruptions in police in Austin. When that time of disruption was passed. APD was better for the absence of those officers, I bring bit of history to your attention when you vote know they'll presently service officers who will retire in order to cash out accumulated leave and that's going to cause disruptions in policing Austin. The pattern from chief Watson's tenure is going to repeat and APD will be a better police force. Forward forward for more years when my wife and I attended church with mar go Frazier and were acquaintances we voted for her for Travis county service. To my knowledge. If she couldn't make the office work. It is unworkable. For the record I use a lot of mediterranean oregano when I cook, so that's what I brought tonight.

[ Applause ]

>> Mayor Adler: Kevin foster, speaking.

[5:29:47 PM]

And I point out to you that we now have over 250 speakers. So, I -- I tell you that there are going to be people here between 1:00 and 2:00 in the morning because we're doing applause. So if we can just go from speaker to speaker, I promise you at the tail end of this there will be a lot of people very thankful. We now come to -- sir? Kevin foster, who has three minutes. And on deck, is Kenneth Thompson, sir.

>> I have nice balanced comes but this process is ticking me off. The police union leadership is represented at the negotiating table, is represented by staff and now represented by citizens comments so our comments are being shortened so we can have police officers and leadership from the union come and further represent their position. So off the bet this is throwing me off. My name is Kevin Michael foster meet and confer as broken. It pits police against the city, it pits doing the right thing in exchange for benefits. What would it be like for professors, yes, we grade fairly only if we get bonuses for attending faculty it meetings. It's like several police officers who make over \$100,000 a year in our city. One of the challenges has to do with staffing. Council has chosen negotiators who have spent the better part of their careers working for combined law enforcement association of Texas. Among our city negotiators at least three members of the team have spent combined decades working for the self-prescribed largest police union in the state of Texas that is the most powerful advocate for the rights of law enforcement professional as. In other words the people's negotiators spent their careers working for the other team. The process, compromised on top of broken is the sort of our current relat.

[5:31:50 PM]

One of the most highly compensated yet least accountable police forces in the country. Given the wage progression schedule that places an escalated burden on the city year by year regardless of inflation or economy, it would be nice if we got some iron clad accountability in exchange for fiscal irresponsibility. I

see two options. One, vote no. Hit reset, rebuild our stms in more accountable ways that respect our police, respect our citizens and respect our wallets. Or, two, send your team back to the table. Have a little chat with your negotiators to see if they are able to rise to the occasion of representing our city and its people with the same vigor that their comrades on the other side of the table represent their positions. If they are up to the task, fine send them back to a better deal. Regarding further negotiations if the union chooses to walk away from one of the sweetest compensation packages in the country, they would do so to the detriment of every day officers but if they did they would also create space for new found flexibility in the city budget. I will walk away with pride in my council if you vote to end, meet and confer and let the contract lapse. We deserve a better process and good governance debands it but if our best political opportunity is to spend negotiators back to the table with renewed purpose and vigor and commitment to the people then in that case to the city, and its voting residents will be reasonably well served.

>> Mayor Adler: Thank you very much. Robin Snyder is the next speaker donating time to robin Snyder is crystal shimp here?

>> Yes. You have two minutes miss Snyder and the next podium would be bishop lands. Go ahead.

>> My name is robin Snyder I was not here for the famous all-night city council meeting that resulted in the birth of sos.

[5:33:58 PM]

But I think tonight, we're here for a famous city council meeting that hopefully will be the rebirth, or maybe the birth, of racial justice in this city with the beginning of the rejection of this contract. In my former life. I was actually an investigator of racial discrimination complaints. I have to talk to everybody who might have information about what happened and report all of that information. I didn't just talk to the employee that was accused of discrimination and the other employees, I talked to the complainant, I talked to anybody else I could find and get any data I could find. This contract does not measure up to what we need in terms of investigation of racial discrimination complaints or police misconduct complaints. Before any of you were on council, I had two incidents within about two weeks with the Austin police department, where at the millennial youft entertainment complex and on the sidewalk of the convention center I was told by APD officers that I could not exercise my free speech rights and that pails in comparison to the injusts that other austinites have suffered at the hands of APD officers. This contract is not worth the extra money that we're going to have to pay. We could spend those millions more in so many ways that would really repair the fabric of this community, that would provide the kinds of services that we need for people who need mental health, for people who want parks and pools and places to go, for people who need substance abuse treatment. Their oversight is just not robust enough. We need a full reset. And as an advocate for the 10-1 system we wanted accountability for our city council and for the contracts that you enter into.

[5:36:03 PM]

>> Mayor Adler: Thank you very much.

>> So, please vote against this contract.

>> Mayor Adler: Thank you.

[ Applause ] Bishop lands, donating time is Julian -- is he here?

>> He's trying to get here.

>>> We'll pass him for now but keep the slot here. Is Gus Pena here? Is Carly rose Jackson here? Is --

>> They may be outside.

>> Mayor Adler: Okay. If I call your name, and you're outside, just come on in, and let the clerk know that you're here and we'll come back. No one is missing the chance to speak. Is Anthony walker here? Yes? So speaking after Anthony walker is dust in Harshman. You have some donated time from Samra watus.

>> She just paid the meter outside.

>> Mayor Adler: That's fine. Sir?

>> How many minutes do I have?

>> Mayor Adler: You have -- Anthony walker, you have one minute.

>> You know what? We playing with fire tonight and if we don't make the rice choice, do the right thing we all going to get urn burned. I didn't come out here to make friends or to become public enemy number one. I support this contract and the police association. I want to tell you. I understand people are mad, angry and frustrated. They got a right to be. If you're not proactive in the community you start making a difference. You can combine Houston and Dallas police association together. When it comes to engaging, supporting the community, they don't even come close to Austin police association. So I'm going to ask you as a group to up is port this contract but although the polls, I under they mean it.

[5:38:03 PM]

Because I was on the other side of the field ten years ago. At some point, I want you to ask them when are they going to become proactive and get out in the community to the guys that don't have trust in the police department. You got to be someone that going to get out there in the gutter and make a difference. This is something I do and they've been very supportive. If you really truly want to make a difference support this contract so we can continue to become proactive so we can make a difference in our community. Thank you all very much.

[ Cheers and applause ]

>> Mayor Adler: So, the next speaker will be Cassandra champion. Is Cassandra champion here? Is Lauren ortel here? Is Candice Aler here?

>> She's outside.

>> Mayor Adler: Okay. Is bill bunch here? Okay. You'll be up next. And again, if you're outside, just work your way in, let the clerk know, and I'll make sure that we call you. You had donated time from Samra watkus.

>> Yes, she stepped outside to feed the meter. I can do one with no hyper bowl or two with hyper bowl.

>> Mayor Adler: You can do one. She has to be here.

>> I ripped it up. We have amongst the most lucrative contract in the state and potentially the country. Top 5 percent in real wages. I also heard we're in the bottom 8 percent, perhaps, bottom 6 among the campaign zero study. Top 6 percent in wages, bottom 8 percent in accountability.

[5:40:04 PM]

So, it would be HOV -- I would suggest it's in the interest of our police union to not walk away from the most lucrative packages and potentially give a little to dig ourselves out of the bottom 8 percent. That's all I have to say. Thank you.

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: After bill bunch p-mandy blot. Is Mandy here? You'll be up next. Mr. Bunch?

>> Thank you, mayor. I've been a voter, resident for 31 years. I do a lot of work here at city hall and speaking just for myself tonight, though. If you have the kind of home work and hard work you've gotten from so many members of this community, who care so much, you need to listen to the wisdom of the community. There's a reason we do crowd sourcing. Elon Musk and other, that's where the most ideas come from. This is a huge amount of money. We shouldn't have to pay people top tier to live here. There's a premium by living in Austin, most of us take a pay cut willingly to stay here because it's so nice. And if it's a police officer's priority to make the most money, then maybe they should go to another city. Let's -- let's save our money for the community services that we desperately need so we keep people out of jail and out of prison.

>> Thank you.

>> Mayor Adler: Thank you.

[ Applause ] Did I see that people -- Carly Jackson has come into the room? He'll be at the next podium. Is Laura Hernandez here?

[5:42:07 PM]

You'll have two minutes when you speak. You have one minute, sir.

>> My name is Mandy blot, I'm a psychologist and I live in district 1. Today you've heard about numerous changes to the contract that approve accountability and oversight but we need to remember these changes cannot replace the changes still lacking in the contract including a full illumination of the 180-day rule not just for criminal misconduct. As we've seen, bringing allegations into the public light is terrifying for the people and can take much longer than six months for a person to come forward. Today you hear we trust the chief and officers and culture change they create. Even those with the best inconcernings are fallible. We cannot rely on one culture to ensure police accountability. Today you hear about the terrible consequences. But it's EPA that has threaten to leave the negotiation table if this is rejected. Don't let them shift that to you. We ask you to be brave, stand up and refuse to vote for any contract that doesn't give us the accountability and transparency that our Progressive city expects from its public servants.

>> Mayor Adler: Thank you very much. The next speaker that should be working their way up is hope Dottie. Is hope Dottie here? Okay. And I see you have doe dmated time from Candice herlin? Is Candice here? No? Is Mary Elizabeth here? No? When you come up, you'll have one minute. Please proceed.

>> Hi, my name is Carly rose Jackson, I'm here to speak on behalf of Texans. I'm here to ask the city to vote know on this treatment. I would like to thank the council for taking as much time as you have and asking you take more time to ensure that the contract between the police and city truly represents a cooperative and mutually beneficial relationship.

[5:44:15 PM]

It may seem like activists like myself stand in opposition to the police and see them as enemies. That's not true. I'm keenly aware we ask the police to do the most difficult jobs we ask them to deal with people at their worst and that's why we need true accountability. It protects the police from the community that are protecting it. We need to know if the people that are protecting us are okay. We need to know if they're dealing with the stresses of the job in a healthy manner. We can't do that if they are kept separate from us behind an opaque blue line. They will intentionally or unintentionally see us as enemy. We need to foster support between the police and community and that's what transparency will do. I hope the city council votes no because it does not do enough to open communication between the police and community. Thank you.

[ Applause ]

>> Mayor Adler: Thank you. Cassandra champion? Come back into the room? You'll be next at this podium here.

>> My name is hope doughty. I'm on the board of directors of the city of Austin. We're citizen activists who live and work in sauften. We have a stake in this community. Most of our 10,000 plus Austin

members look just like me and let's face it I'm terminally white. Most of the folks who look like me have one perspective of the police. We know, like I learned when I was growing up, to trust the uniform and the badge but that's not the case in a lot of communities of color in Austin. Conversely there's often a lack of trust in many of these neighborhoods. Until and unless every neighborhood in Austin has the same level of trust toward the uniform and the badge we can't accept this contract. If we must have a contract, Austin needs a police contract that respects the needs of the people in all of our communities.

[5:46:24 PM]

Any future contract negotiation must include a diverse committee of citizens and activist group us. ]

[. lering you to vote no.

>> Mayor Adler: Thank you. And then coming up to the next podium is Kate -- you'll come to the next podium.

[ Speaker off mic ]

>> Mayor Adler: Donate your time to?

-- Rege Reggie James.

>> Mayor Adler: Okay. Would you let the clerk know? In that case it would be Rachel manning. Is Rachel here, manning? Rachel manning? Obviously, you'll be up next. Please proceed.

>> Do I have 3 minutes?

>> Mayor Adler: You have 1 minute.

>> Okay. My name is Cassandra champion I'm a staff attorney at the Texas civil rights project where I with the criminal justice perform. In the five years I've been there we've received countless calls who have claims from against officers for alleged misconduct. It's not just a problem that a few local activists have projected we know the perception of APD in this community is common. I echo what others said about accountability not being enough in this proposed contract. Despite the tweaks any suspension can be reduced to a written reprimand it takes away our ability to look on paper at the concrete patterns that may have evolved in officer behavior. Also, APD officers committed infractions on duty on and off-duty which they've been disciplined and they are drastically minimized in the personnel file and information we have access to as citizens. Second the proposed contract -- well, there we go.

[ Timer beeping ]

[5:48:26 PM]

>> Mayor Adler: Hold on. Give your clerk the name. You have an additional minute. Go ahead.

>> Thank you. The second the proposed contract doesn't allow for enough oversight and by that we've heard about that but it doesn't allow for citizen review panel to initiate investigation. They have limited access to information. They may be able to now watch the interviews but they can't pursue information on their own. Still all they have access to is what APD gives them and that is a skewed perspective. If we want investigations to be fair and balanced they want more people that aren't mired. If you want the city to be a true leader we must take concrete steps toward change. If you agree I urge you to work fearlessly and tirelessly, with all of us and not just a fraction. Build trust in the community that change can happen now and it can continue long term. We can wipe the slate clean and make sure we have a contract that reflects values of everybody in the room

[ timer beeping ]

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: Is Monique nobles here? Is number 25 has already spoken. Is Laura Correia here? Okay. And you have some donated time from mexwell Johnson.

>> Present.

>> Mayor Adler: Present. Thank you. And Brandt Bradley.

>> Sir.

>> Mayor Adler: Thank you. You have three minutes when you speak. You have one minute, I think.

>> Thank you. Good even, mayor Adler, Austin city council. My name is Rachel manning I live in district 1 and this is my first time testifying in front of city council. I'm a social worker and work with people who have been charged with criminal offenses in Travis county.

[5:50:32 PM]

This work greatly shaped what I think about this contract and how we should move forward because all of these people come to me as a result of interactionses with the Austin police department. As a social worker I think it's critical to look at the root cause of a problem and not rely on topical solutions. While not all clients have mental health diagnoses, they are nearly all black, all poor. Lack affordable resources like transportation and mental health care associations. I think accountability should be the first priority when it comes to public safety. I think tax dollars, are more helpful funding job corps and when the police are the first responders to the mental health crisis --

>> Mayor Adler: Sorry.

>> You have two people who donated time, you have two more minutes.

>> I don't have two more minutes worth of testimony but I believe when the police are first responders to the mental health crisis we criminal eyes our family member, our neighbors and our children instead

of giving them the services of that they rightly deserve. So, let's fund something else. Let's make our budget reflect our priorities and values. Let's promote service -- let's fund services that promote racial equity and community safety rather than an additional \$80 million for the police over the next five year. I encourage you to vote know.

>> Announcer: Plsz

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: Ken Cassidy. Is on deck. And you have time donated from Joshua and Matthew Meyers.

>> Here.

>> Mayor Adler: So you'll have three minutes. Go ahead.

>> Good evening, I'm an Austin police officer for almost 11 years now. I've been a resident of the city for longer than I want to admit.

[5:52:35 PM]

That will reveal my age. I'm going to go over a few reforms on this contract. First of all, number one, is we're going to allow citizens to make complaints online or over the phone. If people were hesitant to make a complaint on a police officer, I believe this opens the door for them to hold us accountable for our actions without fear of them knowing who we are, or if there was any of that inclination. This new contract allows for citizens to make complaints online and anonymously. Austin police department welcomes feedback and suggestions. Which is our mission to make the department better for the community it serves. Believe me I believe this will be the number one issue of this contract. The number one opening the door for accountability and transparency because I know for a fact that my girlfriend will probably call and make an anonymous complaint due to the fact that she receives multiple speeding tickets, that's just because she's a bad driver but she'll want to hold somebody else accountable for that, I'm sure. So, secondly, we're going to allow -- I thought that was kind of funny. Okay. No, it is true. She is a bad driver. Second we'll allow the police monitor to initiate investigations even without a citizen complaint. This contract provides the office of police monetary with greater ability to initiate investigation even without eight citizen complaint. Number three we'll stop permanently sealing the records replated to police misconduct. The existing contract with regard to police misconduct that can be made public. This new contract increased this to areas that can be made public. We increase the number of recommendations that the panel can make and increase the number of recommendations that can become public. This contract makes it clear what is public and what is confidential. This can not supercede the current open records act.

[5:54:36 PM]

Like I said before, I'm a citizen of Austin, I'm a taxpayer, a district 9 resident. I urge you to vote yes on this contract and it's not because it puts money in my pocket. It's because I love living here, I love this city, and I hold myself accountable. I don't worry about, you know, body cameras or the cameras in the vehicle or peaceful streets project. I know they hold me accountable. I hold myself accountable. I can't do that if I can't make a living. City taxes, you know the property taxes they are killing me. And that's a problem with many people that are residents. People say cops don't live in the city. They don't. And that's a reason why I stay here. Just like Mike who we talked about before, he can do great things and move somewhere else and I worry we lose those kinds of people in our department. Thank you.

>> Mayor Adler: Thank you.

[ Applause ] So, the next speaker that we have will be Travis Wesley -- no, no. I mean, on deck. I mean on deck.

>> Good evening, council. You know you hear a lot of contention here tonight, and I actually respect the work that the Austin justice coalition do and activists. We work with them on the policy for body cameras and that last speaker that talked about mental health, I don't speak for the department but I speak for a lot of officers. I agree with her. First responders to the mental health crisis should not be police officers but it state law made it that way and that's something we will work with them on to get changed because we -- it's not our job to respond to a lot of these calls, when it could be done by a lot of professionals that have a lot more experience than Austin police officers.

[5:56:38 PM]

You've heard a lot of people talking tonight about the accountability. You know, we feel like we accommodated the city and what they asked for. We feel like there was one big item that they did not get. That was subpoena power. There's questions by attorneys in the city whether we can give them subpoena power with the way 143 is written. That's another issue. I just strongly encourage you guys to vote for this contract tonight. This is something we've worked on for over 11 months with the city. We bargained in good faith and our officers deserve this. They live in a very dangerous world. This is my badge with a mourning badge over it. I have not been able to take it over in over a month and a half because we continue to have police officers killed in a very rapid pace. Some are car accidents a lot of being shot or stabbed and killed. Our officers live with this on their badge every day and have for the last two months. I encourage you to support our police officers and vote for this contract. Thank you very much.

>> Mayor Adler: Thank you.

[ Applause ] .

>> Mayor Adler: I want to reiterate what I said at the beginning of this, you can go ahead and sit down because maybe there are people in the room that weren't in the room before. Everyone who is coming up and speaking cares about this city. And everybody's vision of what the priorities are, how we get there, are going to be different and I know that people in this room hold their positions very dear to themselves. It's important that everybody have a chance to be able to speak. But we have to let

everybody speak and we have to be respectful while they are speaking. That's kind of who we are in this city.

[5:58:39 PM]

We have to maintain that. The next speaker that's going to be coming up, will be Karen Collins. Is Karen Collins here? You'll be at this podium. Sir, thank you.

>> Thank you, council. I'm here to show my support for the approval of the APD labor contract, both the public safety commission appointed by the council and all of the volunteer citizen review panel have shown their support for this contract for good reason and I hope that you follow suit. There will always be points of contention by the opposition no matter how good of please approve this contract, if we don't we could go from being the fifth safety city to the tenth and then to the 15th and so forth. Let's be proactive in fighting crime instead of reactive. Thank you so much.

>> Mayor Adler: Thank you.

[ Applause ] Coming up to this podium will be Andrea black. Is Andrea black here? Yes? Okay. You'll come to this podium. Please proceed. You have one minute.

>> Karen Collins, I live in district 7. Across the street from me are two young men in their 20s who are autistic. One of them is nonverbal and one of them makes a lot of loud, strange noises, and they have abnormal behavior and I'm so worried that somebody driving down the street or walking down the street is going to be alarmed and they're going to call the police and that police officer in that split second when he has to decide whether he feels threatened will shoot one of these boys or their family or their caregiver. I worry about this. I understand that the police budget is about 40% of our city monies. What I would like for you to do is vote no on this contract so I think you need to have better control of this money than once every five years. I'd like for you to use that control by helping the police like helping them emphasize deescalation.

[6:00:46 PM]

And helping them have better trained people they can call on for mental health emergencies and better lab work. Thank you so much.

>> Mayor Adler: Thank you very much.

>> Is [indiscernible] White sneer kievea white? No. Then what about Brian mcgiveen? No? Yes? Okay. He would be coming up next. Please proceed.

>> Hi, my name is Andrea black, resident of district 1, and I'm also a member of the city of Austin's equity action team that's been helping to develop the city's new equity tool and I'm here because I want to stress two things. I mean, one as you've heard from other people we should not be spending \$82

million on a police contract that falls far short of community values, of accountability, transparency, and civilian oversight, instead this is an opportunity to actually redefine community safety comma comprehensive and hole ignition tick way by prioritizing funks for mental health, social service, house, and afterschool programs. With the leadership on institutional racism the city is in the midst of a big shift to address our community's long standing racial inequities. Many of you, city staff, and many community members have put in hundreds of hours of work to begin to tackle this challenge. Until we have the metrics and programs in place we should not be getting into a contract the city will be locked into for 15 years.

>> Mayor Adler: Thank you. The next speaker coming up will be -- is Paula Rojas here? Is Marisa parale here? Is Rebecca Sanchez here?

[6:02:47 PM]

Is Candice Viejo here? Come on down. Is Dave Cortez here?

>> He's outside.

>> Mayor Adler: All right. What was your name, please?

>> I'm sorry.

>> Mayor Adler: What was your name.

>> Rebecca Sanchez.

>> Mayor Adler: You have one minute.

>> Great. Thank you. Thank you all for having this meeting today, I suppose. My name is Rebecca Sanchez, a member of district 3, a district up for re-election very soon, and I work at grass roots leadership and a member of communities of color united. And actually I'm very excited that I got to speak because I'm on my way to another meeting, sanctuary meeting. I don't know if all of you are aware but someone has taken sanctuary in this Progressive city. Someone decided that the best solution for them was to stay inside of a church instead of try to live a life out here with the rest of us. That that was the best alternative for them. And I understand that, you know, the differences between ice, police, all of these interactions but what I'm saying is that as someone who is living here decided that living inside of a church where congregations stepped up to the plate as opposed to living within this city. So I urge you to use your money wisely. There are so many limited resources of all of these people I've already spoken to, especially for those of the undocumented community.

[ Buzzer sounding ] And so I'm hoping --

>> Mayor Adler: Mr. King, do you want to come down and give your name to the clerk?

>> Thank you. So with that I also wanted to say that I've been to a number of city council meetings. This isn't -- this is one of the few times that I've spoken up, but there are so many conversations around money, and I don't know how much more you all go outside of this city but it's looking more and more

like the domain everywhere that you go, and I haven't been able to shop at the domain in years. So I want you to know that the city isn't affordable so I'm hearing those things from the police, but what does that do for us? Like, where is our viability as well?

[6:04:55 PM]

We would like to remain living here as well. We would like to remain living in district 3 as well. So I want you to hear that, and I want you to know that you have an opportunity to place value, like, you have the opportunity to show folks where your priorities lie. And if it doesn't look like with making sure people feel safe in how they live their day to day lives, not trapped inside of a church all day, please take that upon yourself to make the right decision. Thank you.

[ Buzzer sounding ]

>> Mayor Adler: Thank you.

[ Cheers and applause ]

>> Mayor Adler: It's a little after 6:00. Let me go back and see if any of the people are here we called earlier. I think that Kenneth Thompson, number 6, had already spoken. Is bishop lands here yet? Is Gus Pena here? Dusty Harshman? He's spoken, that's right, thank you. So -- and then Cassandra champion has spoken. Number 12 and 13 has spoken. Is Lauren ortel here? What about Candice ailer? All right. So there were two people that donated time to misailer, Pamela Brubaker. Is she here?

>> She had to leave.

>> Mayor Adler: What about Eric Byrd. Eric Byrd? I'm sorry? For Candice? And you want to -- will you give the clerk your name? All right. So was Eric Byrd here? So you have two minutes with the donated time with the persons coming down now, Ms. Ailer.

>> I'm sorry. What is the total time?

>> Mayor Adler: Two minutes.

[6:06:56 PM]

One minute for you, one minute for the donated time.

>> Oh, okay. So my name is Candice ailer, I'm the mental health policy lead for Austin justice coalition. I've talked to y'all about this issue during budget hearings and my position hasn't changed. I absolutely stand with the community and the voices that have come before you today from the community asking that you not approve this police contract as it's written. Since I have a very limited amount of time I do want to share with you some information about the burden on our community. A lot of people in our community don't realize that there is a -- part of our homeless population, part of the population of

people that have mental health needs are coming from a place called the Austin transition center. Right off del valle, one of the buses I think 320 goes to it, but a lot of those people that are there that are trying to reintegrate into society are often coming into our community because the conditions there are awful. We can't do anything about that place, but what we can do is think about how we can prevent the need for so much policing. I think that those are -- there are tons of opportunities for the money that would be saved from not approving this contract as-is, and addressing the housing needs of this community and in particular the housing needs of people that have recidivism through our mental health six would be a priority need. I would respectfully also mention that when you say that all of the people that are in Austin care about Austin and care about the people here, do I have to respectfully disagree when an officer tells.

[6:09:06 PM]

[ Buzzer sounding ] King -- when an officer tells Brienne king that people of color, that black people, have violent tendencies and that's what's wrong. That person doesn't care about all of the people in this city. So not everybody here you --

[ applause ] I believe some of the people speaking to you also hold those types of beliefs. So I just wanted to respectfully add that point of clarification.

>> Mayor Adler: Thank you.

>> And I thank you.

>> Mayor Adler: Thank you.

[ Cheers and applause ]

>> Mayor Adler: The next sneaker we have, kiewa white in the room? Is Brian mcgiven in the room? Paul Rojas? You had some time donated to you, Katherine Colette, is she here? No?

>> I'm right here.

>> Mayor Adler: Sorry, didn't see you. Thank you. Is Julia Mandell here? You have three minutes. I'm sorry.

>> Thank you. Appreciate the opportunity to speak. I'm here on behalf of public citizen tonight and we're asking you send this contract back for further negotiations. From everything that I understand about this issue, what is being asked here is very reasonable measures to ensure greater accountability and transparency amongst the people who are being paid to serve and protect our community. I do not think that this is an issue of all police officers being bad or evil or even all police officers having behaviors that are wrong. But there are problems in our community and you've been hearing about that.

[6:11:06 PM]

I want to share that I was recently part of an event to hear from some students who are part of generation citizen, and they go into schools and they are doing civics lessons in a real proactive way, where kids actually take an issue and research it and try to actually organize and advocate on it. So it's real hands-on. I was very excited for this, looking forward to all the different kinds of projects that I would see, and I did see some variety, but I was really shocked that I would say three quarters of the projects were focused on some sort of problem with interaction with the police or immigration officials. These kids are obviously feeling this at home at a very real level. That is what they are coming into school thinking about. That is on their minds. They are worried if their mom or their dad or their aunt or their uncle is going to be in some way accosted by police, perhaps for no cause. And there was one girl who really stuck out. She was telling me about -- telling our whole group, this is part of their presentation, telling us their personal stories and hers was about her aunt getting thrown to the ground for no reason by a police officer. And she started crying right there in front of us, and she was so embarrassed. And, you know, of course we're trying to, you know, be kind and not call attention to it, but what stuck with me was we should be embarrassed, we should be embarrassed a child should go to school worrying about that kind of thing.

[ Applause ] And I hoped that I could encourage some of these kids to think about some environmental issues because, you know, that's what I work on. But how can I -- how can I ask a kid to do a project on, you know, reducing their carbon footprint or recycling or something like that when they're not even sure if they -- and some of these stories were about their fellow students being accosted -- that they or their families or their friends are in physical danger in our community?

[6:13:20 PM]

It's impossible. And we have all of these environmental goals, and I am here partially to speak as an environmental advocate so I want to make this connection. We have these goals --

[ buzzer sounding ]

-- That we say -- I'll wrap it up -- that we say we need participation from everybody in the community to meet. We are not going to get that if we cannot meet basic safety and quality of life needs of everybody.

>> Mayor Adler: Thank you.

>> It's all connected.

>> Mayor Adler: Thank you.

>> Thank you.

[ Applause ]

>> Mayor Adler: Is Melanie Rodriguez here? Why don't you come down.

>> [Indiscernible]

>> Mayor Adler: Why don't you come on up then to the podium. Go ahead.

>> Good evening. I'm detective Melanie Rodriguez and I work in the child abuse unit. I investigate people who have sex with children. It is a bad job to have, but I do it with my heart because it's important. When I first came to the Austin police department 20 years ago, my first month in, my fto was shot in front of me. We ran towards the gunshots that day. He got shot after that. And I'm still here because this job is important to me. What I would ask of each of you is not to push this off onto a resolution. Whether you support it or not, vote. Because I want your names on the record. Everyone in this city needs to know who supports the police and this community and your name needs to be on the record.

[ Buzzer sounding ] Thank you.

>> Mayor Adler: Thank you.

[6:15:31 PM]

We have I think about another 130 some odd speakers to go. Mr. Cortez.

>> Thank you, Mr. Mayor. Dave Cortez. Environmental justice organizer. You know, community organizer. I organize every day for clean air and justice in this community for all people, and there's no way we could attain that if certain types of people are being oppressed routinely and viciously by the Austin police department. I will say to the previous speaker, we'll take that fight and we'll take that challenge. There's admonish of us than they are -- there's more of us than there are of you and we're better organized. I want to speak to that because I think it's people out in the community know we've got their backs and we're committed to long-term change but do I want to call in that in 2011, 2012, many of you were not on this dais but some of you were active in the community, that we have never had a chance to hold Austin police department accountable for art Acevedo and commander Haas ordering their paid police to infiltrate occupy Austin and subvert and put people in jail simply for speaking out and redressing their grievances. This is an accountability process, what's going on right here, and we will follow it until the bitter end, a sure you. Please put some accountability on these folks. Thank you.

[ Cheers and applause ]

>> Mayor Adler: Thank you. We're looking at the additional names, Monique nobles, I have number 24 already having spoken. Brian Mcgivern, Paul Rojas, is Jen Ramos here? Is Colby Duhan sneer.

>> I'm here.

>> Mayor Adler: You have time donated by Hannah Mitchell.

[6:17:32 PM]

Is Hannah Mitchell here? No?

>> I think she is outside.

>> Mayor Adler: Do you want to wait for her to come or do you want to speak for one intestine.

>> I can wait for her or if anyone else wants to donate?

>> I can donate.

>> Mayor Adler: All right. Would you give your name to the clerk, please. You have two minutes.

>> Thanks, Mr. Mayor. I want to start off by actually thanking councilmember alter for the call to bring more members into the chamber.

>> I'm here to donate my time.

>> Mayor Adler: Okay.

>> When I first got in here we were falsely told the chamber was at occupancy, certainly not the standard at the last state of the city address, so I wanted to ensure that that was known, that that was certainly not the standard last time I was in this chamber. Mayor, councilmembers, I'm Colby Duhan, president of the Austin young Democrats and I see a few members on the dais today and certainly some colonies -- champions of our organization today. Our organization has spoken with one unified voice and unanimously endorsed a no vote on this contract. I have companies for each of the councilmembers I'll turn into the clerk as well. I can tell you our executive board rarely does anything unanimously but frankly this was not a hard decision for us as we saw how few of what was originally 17 reforms, then eight, were actually included in the proposed contract. One reform included is simply not good enough and an affront to the incredible organizations represented today who have put their blood, sweat, tiers in a more equitable and just contract. I'd also like to address the false narrative been thrown around that proequitable reform means anti-cop. Frankly, I don't understand the mental gymnastics it takes to reach that conclusion and something I'm not able to wrap my head around. All we're asking for today is a no vote so that we can all join you back at the table to ensure that real reform can take place.

[6:19:33 PM]

And make no mistake, we will support those that stand shoulder to shoulder with us today to bring meaningful change to the broad skin reverent racism and bias that not only institutes in our criminal justice system but in our everyday lives as citizens of Austin. We ask you to answer the call of a greater city, one who advances the interests of one and all and shows the nation the Austin we all aspire to be. We strongly urge you to vote this contract down and vote equity up. I would also speak to the lady's point before, we certainly are watching these votes. I know many of you will be joining us in a few months once the filing deadline rolls around to ask for our support and endorsement you'll start showing up to our meetings. Know anyone who votes no will be asked to explain in depth to our membership before we can give you our support. Thank you so much.

[ Applause ]

>> Mayor Adler: Council, I'm going to go until 630 with some of these names and then recommend we take a break for dinner. Next speaker that we have here is Joey gitseg? Coming in? Okay. Is Roy cathe here? So Mr. Gitseg, you'll just have one minute. Is Mike Lewis here? Mike Lewis? You'll be up next. You can come down to the other podium.

>> Hello. I was talking with my friend officer out there. We used to do restorative practices circle community. It's interesting to catch up. He's cool I like him and I wish other people thought the way he did. Here today, what I want to talk to you about is problem solving because I know that I'm not the only persons that ever had a problem and have had to search to find a solution.

[6:21:42 PM]

I mean, I know that all of us have on both sides here and it's a very common thing, problems, right? So you have to think about how do you solve a problem if you don't know what's causing the problem? In this case we kind of do, but then you need to actually be willing to look at the options for solving it and then you have to act on it. And if you don't act to implement it, what happens? Nothing happens. And the thing is that we believe that the reason why you are in the seats that you are in is because you like --

[ buzzer sounding ]

-- And you want to help but we have to see you actually do something to do that.

>> Mayor Adler: Thank you.

>> Thanks.

>> Mayor Adler: Thank you. Mike Lewis. Is Roy woody here? Roy woody? No? What about Courtney sigetivare?

>> She's outside.

>> Mayor Adler: She's outside.

>> What about

[indiscernible] Williams. They should start working their way in. Andrew [indiscernible]. Those people outside, come on in. Andrew, you'll be at this podium. You have one minute.

>> Thank you, mayor Adler. I'm Mike Lewis, a constituent of mayor pro tem Kathie tovo in d9. I grew up under the roof much a police officer who then became a sheriff deputy and a municipal court judge. So I have a great respect for people in the line of duty. I'm also a former air force officer. I've had good experiences with the police department. My car got stolen and they found it so there's plenty of good things that can be said. At the same time we have to be very, very cognitive about what it really means to have accountability and what it really means for citizens review teeth to have teeth that can actually do something.

[6:23:43 PM]

The democratic party arbitration I'm not here speaking on behalf of the party but I will say that policy committee, it was talked about several times today that there were opportunities for community input on this police contract. Guess what? We also had an opportunity for input from the law enforcement community and this was a four hour meeting on a Saturday afternoon when the activists did show up and the law enforcement community did not show.

[ Buzzer sounding ] It sounded like they were not interested in that input process. I'm urging you to vote no on this. Chief Manley called this a Progressive police force. That's also the name of a car insurance company. Think about what that really means. Let's do something about this. Thank you.

>> Mayor Adler: Thank you. Introduce yourself for the record if you would and if speakers whose names I've called have walked into the room, please make sure that -- I know you can come down to the clerk and we'll make sure you get called. Mrs., sir.

>> Thank you. Thank you for allowing me to speak this evening, my name is Andrew [indiscernible], I'm also a member of Austin dsa. I urge the city council to vote no on this union contract, with the rationale of other individuals and organizations representing here tonight that have stated this contract does not provide sufficient accountability and transparency. Furthermore, I think the council should consider also echoing the calls of others and shifting public consciousness at the national level. The ways in which public resources can be applied to improve safety and communities from my perspective as an educational psychologist operating with a framework oriented towards social justice, these resources could be more effectively applied in pursuit of public safety towards public education, mental health services, including drug addiction, rehabilitation, and economic development. Thank you.

>> Mayor Adler: Thank you.

[ Applause ] If anybody has walked into the room whose name I called when they were outside, would you come on down to the podium?

[6:25:43 PM]

>> I'm Courtney

[indiscernible], donating my time.

>> Mayor Adler: To who?

>> Chaz. I'm donating my time.

>> Mayor Adler: Let the clerk know who you are.

>> Mayor Adler: Mr. Williams, you have donated time here. Please give the clerk your name. Two minutes. Anyone else donating time too?

>> I'm not sure.

>> Mayor Adler: Okay. Someone is. Would you give your name to the clerk. You have three minutes, sir.

>> Okay. My name is [indiscernible] Williams, here on behalf of Texas advocates for justice and the community of Austin also. My brother is Laurence pierce. He was shot April 7 over nine times of 2017. By the Austin police department. My brother was shot three times in each of his shoulders, one time in each hand, once in the eye, once in the notion. My brother survived. In less than 30 hours he was placed under arrest and pulled into a psych ward of the del valle jail complex. This cell has no beds. Just padded walls. So I can imagine the pain that he's been going through in the process of trying to heal. Not one, not two, not even three, but four officers from different backgrounds lied about this incident. New video footage will surface soon and show the world that new training and technology cannot fix the integrity of this police department.

[ Cheers and applause ] Now please, congregation, I come to you, this is the voice community. This voice may sound loud. Arrogant sometimes. Or even prideful. But this voice is strong because it comes from far, far, far away.

[6:27:46 PM]

Seas and other lands of innocent blood of my people that has been bled is coming through my voice and sky that this panel of power and -- I ask that this panel of power and wisdom don't just stand here and look at me and hear me but listen to the department that you consider renewing and listen to the words out of their mouth. The chief of police said that if the police monitor fails, then he fails. Well, chief, I'm sorry to tell you, you failed.

[Applause] Your police monitor has failed us and so forth. I've watched different and numerous countless people come and represent this side and even the man that just left people that look like me don't deserve a chance. I don't know if you heard it. Black woman I applaud you for where you came and how you got here but I think you need to look for a department with lesser money and higher integrity.

[ Applause ] This department has misused our money for far too long and misused our people. They have also rested as a nonprofit organization, misused \$17.5 million. We don't need to give them another five years to misuse more money. We've already neglected our children, we have no more parks, no more schools. With that \$106 million contract that you just promised us, you just took away for us to have somewhere to stay and live.

[ Buzzer sounding ] Well we don't anymore. For all the [indiscernible] Of your organization and the ones who will love to travel and have fun and get married and live their dreams, well, why y'all are coming together on that side y'all are destroying communities on this side. That's all I got to say. We both know.

[ Cheers and applause ]

>> Mayor Adler: Thank you. Is there anyone else here whose name I called? Anyone else in the room whose name called?

[6:29:50 PM]

In that case we will break now for dinner. It is 6:30. Do you want to come back at 7:15? 7:30? What time do you want to come back? 7:15? We'll be back at 7:15. Stand in recess.

[ Recess ]

[6:34:43 PM]

. >>> >>>

>> City council is in recess.

[7:22:40 PM]

>>> >>> >>> >>> >>>

>>> Austin city council, December 13th, 2017.

[7:28:33 PM]

If you are going to come up here, there's a few notes, administrately go ahead and read your name into the record so we know who has spoken, who hasn't, we really appreciate it to help us keep organized and moving tonight.

[Speaking without microphone].

>> If you have already spoken don't worry about it, you're fine.

[ 🎵 Music playing 🎵 ]

[7:36:10 PM]

He

[7:40:30 PM]

>> Mayor Adler: All right, council, we have a quorum, it is 7:40 we're going to gear this back up. I think the council wanted to start with Ed panino, why don't you go ahead and come up and talk to us. You've handed out -- given to council a note that addresses cost. We also asked you to compare your numbers to the numbers that we got from the Apa, if there's a difference, then tell us what the difference is.

>> Does everybody have the handout? We can't find the file right now on the computer. It looks like this. It was a -- I think, mayor, if you wanted to take a few speakers, we could come back to it. I had given the file to our tech, it's disappeared. It will take us a few minutes, it would be easier to have it on the screen.

>> Mayor Adler: Okay. We can do that.

>> I would like to be able to put it up on the screen.

>> He wants an electronic version, email it to him.

>> Okay.

>> Mayor Adler: Yes, mayor pro tem?

>> Tovo: I just wanted to -- earlier chief Manley was talking about the demographics he had supplied my office with. Not to be confused with Mr. Van eenoo's memo, but that's the information from the police department.

>> Mayor Adler: Thank you.

>> Could we ask questions about --

>> Mayor Adler: I'm sorry, we will go with speakers. When Ed -- we will do a couple of speakers while Ed finds the file, then we will come back to Ed. Okay? So ... We're going to pick this up the way that we have before. We have five speakers on each side that are going to get three minutes. And anyone donating them time donates one minute.

[7:42:33 PM]

Um ... And five on each side. Those -- 10 people, we have three minutes. Everyone else gets one minute. To either speak or to -- to donate. The five speakers that are speaking against are Reggie James, Chris Harris, Jarred Keith, Scott Henson and Deborah Alemou. The five people that are speaking for are Chad March martin, Mike end Ders, Andre porter, Pedro

[indiscernible] And Scott gunter, we're going to go ahead and begin. First person to speak is going to be Chad martin. Chad martin. Is Chad martin here? I think there are some people walking in. Is Chad martin here? Then what about Mike enders? Okay. So Mike you're going to be our first speaker. Second speaker is going to be Reggie Jones, is Reggie Jones here.

>> James.

>> Mayor Adler: James, got you, sorry about that. And ... And, Mike, did you have anybody donating time to you?

>> No, sir.

>> Mayor Adler: You have three minutes.

>> Thanks for having me, council, for the last about 10 months, I have pretty much devoted by personal time of my life to this process. Someone earlier mentioned that we were looking for crowd sourcing and I can assure all of you that we have crowd sourced more that be anyone can imagine. There were eight main recommendations that Mr. Moore and some other groups recommended to us. I can assure you throughout the process, we paid attention to those eight recommendations and at the end of the day, I believe we incorporated about seven of them.

[7:44:37 PM]

One of them, I believe, couldn't be incorporated because it may have -- been against the Texas open records act. So for some things we couldn't bargain on because they were outside of our scope. Things that we were allowed to bargain on are restricted to chapter [indiscernible] In particular. Things with the Texas open records act we can't bargain around that. But I can assure you that those seven things that we did incorporate into our final contract, we believe in them wholeheartedly, we support them. We support transparency. Especially with the monitor's office. A lot of people have said that the monitor's office, there's a lack of transparency. The monitor's office, when it says in our contract that they have unfettered access to our records, it means unfettered access. Any time someone goes before internal affairs to hear a dispute or a claim, the monitor speaks in the same room, same table, hear from all witness, all officers, they are privy to all internal affairs discussion. As far as our transparency goes, it's about as good as it can possibly get. Especially in this new contract, members of the citizen review panel can sit there and also watch the same thing that the monitor's office watches. So I've come here tonight to just ask for your support. When we read down into the details of the contract, there's far more transparency than what's being said out loud. I have been listening all night. No one yet has brought up something that's in chapter 143 that they believe is better than what's in our contract. It's my belief that there is nothing in chapter 143 that's better than what's in the contract for the city, the citizens or the officers. So -- so all I did was come here tonight and just ask for your support for the contract. Appreciate it.

>> Mayor Adler: Thank you. Is -- is Gina Curtis here?

[7:46:37 PM]

You will be at this microphone. Did anyone donate time to you.

>> Yes.

>> Who donated time to you?

>> I'm not sure who.

>> [Indiscernible]. Thomas Harris? You have four minutes.

>> Okay.

>> I'm Reggie James. I'm the director of the lone star chapter of Sierra club. I'm appearing here today on my own behalf, although I do strongly agree with the comments that

[indiscernible] White who represented public citizens made about the intersectionally of the environmental justice and criminal justice and policing. I think we have a long way to go to get there on all of those counts. But I mention that I'm here on my own behalf and I'm here because -- I've always felt strongly about these issues. When I was a kid, my father had with me what's known as the conversation in the African-American household. And it's my dad explaining to my brother and I that we can't do a lot of things that our friends did because we're going to be viewed differently by law enforcement, by other authority figures, by teachers. So gauging the same behavior, you're going to get treated differently and I don't want you coming home in a box. And so I reluctantly had to have that same conversation with my son. Didn't really think, you know, we don't always have that conversation with our daughters. And I kind of wished that -- that we had more of those conversations with our daughters. What brings me here personally is that I'm very close family friends with Morgan Rankin killed by police last spring. Or late winter. And I don't know exactly what happened.

[7:48:37 PM]

I don't think anybody other than the people that were there know exactly what happened. So I can't exactly judge. But I know that I questioned what happened. And when you get through a situation with that, with somebody that you love very, very deeply, he's a very close family friend, I babysat her. She was raised with my kids and I saw her just a week and a half before she was killed. She came over to the house kind of out of the blue. Hung out for a while. She was kind of feeling out of sorts. And she had some pretty serious emotional problems. But she was just the sweetest human being that ever lived. So, of course, I'm going to have questions about what happened. And I'm going to be feeling like something different could have happened. This is why so strongly am in favor of having a citizen oversight committee with teeth. I think there has to be oversight. We can't let the police police themselves. They have got a full-time job keeping me safe. And I respect them for that and I support them for that. But they have a culture. And they have a culture of protecting themselves. And that's true everywhere. That's not just true in Austin. That's a cultural problem that we have and it's a problem that we have a solution to. We do have to have very close oversight. There has to be transparency. And it has to have teeth. In a situation that I described of questioning what happened with Morgan, it -- we're all going to be sad and we're going to be sad for a long time, but I don't want to be sad and angry. I want to be in a situation where I have some confidence that somebody reviewed what happened. If mistakes were made, if it could have been done better, if it will learn something from that and next time we'll do it

better. So I don't want to go on too long about that, but I'm very emotional about it because it really hit deep in my family and in my circle of friends.

[7:50:40 PM]

And I know that something can be done about it. I also -- I want to comment on -- this is kind of a unique situation having a contract that has these kinds of provisions, both the dollar amount and the protection from scrutiny. No other profession gets that. And I understand that police are fairly unique in our culture. But no other profession gets that. Firefighters don't get that. N [ buzzer sounding]. No one else does. Of so I think we should be careful about the money that we're spending because it could be allocated to a lot of other uses that might prevent the thing that becomes a problem later.

>> Mayor Adler: Thank you.

>> So I appreciate your time and please do not vote -- vote no on this, please.

>> Mayor Adler: Thank you.

[ Applause ]

>> Tina Curtis. If you would go ahead and start. And then -- then -- go ahead.

>> Do I have three minutes?

>> You have three minutes.

>> Thank you, sir. Good evening, everyone. My name is Gina Curtis, I am a lieutenant with the Austin police department. And have been with the department now for 27 plus years. When I started in this career path, in this calling in life, we did not have a contract. We were under civil service. And it took -- the first 10 years of my career before we went into a contract and I will tell you that -- that there have been great gains made over the time that I have been with the department to evolve our contract to what we have today, to provide our community with oversight. To help us police ourselves. We are by no means perfect, but I would implore you to look around this room, our community, and our nation, that we all need to work together to police one another. So with that being said, you pay for and you get what you pay for. And what I mean by that, is look at some of the cities before us.

[7:52:46 PM]

Baltimore, New Orleans, Detroit, Washington D.C. They have divested in their public service, in their first responders, in their police. And from that, they have increased crime rates. They have actually taken steps backwards. We are very proud here in the Austin community that we are a community with a very low crime rate. Look around us. Not many cities can say that. But we do that, we come together, not only as a public safety entity, but with our community. We are a collaborative community working

together. And I will just say that if you vote no on the contract today, which you may very well do, that we're going to be taking steps back in time. Does everyone in this room realize that without a contract, we lose most everything that we have before us? We go back to zero. Do you want that to really happen in this community? When we have worked for two plus decades to get where we are today? I don't think so. So take a hard look. Digest the information. Yes, there is a cost associated with being safe. Being able to call ourselves one of the safest cities in the nation. Not everybody can do that. We don't have shootings every day of the week. You can go into Washington D.C. Or Baltimore and every day there are shots fired, there are people dying. That is not the case here. We have something to be very proud of and we need to keep moving forward with that. So, please, I ask you, think about it. You have to go with your hearts. All of us do. But I'll tell you this much: If we don't have a contract, N [ buzzer sounding] -- It's going to have a domino effect and the services rendered to our citizens is going to become limited.

[7:54:46 PM]

Because we will not have the ability to provide the same services.

>> Mayor Adler: Thank you.

>> Thank you.

[ Applause ]

>> Mayor Adler: Ed van eenoo is able to go ahead and talk to us now so let's call him up.

>> All right. I think that we have the technical difficulties worked out. I'm going to first bring up a slide in response to councilmember alter asked us to put up a slide that shows the current step system and the dollar amounts on here, the annual salaries, are -- are our current pay program. What officers are receiving today. It's not reflective of the contract, but the percentages wouldn't change. So after a -- after you've been an officer for one year, your first step is 12% increase. After two years, there's a 10% increase. And in the sixth year you get a 7%, 10 years another 7% step, and 14 years a 7% step and then after 16 years, 7% step. That's how our current step system works. There's no changes to that step system in the contract, but these are for base wage percentage increases over and above -- um ... Wage -- the one percent, one percent, two, two and a half and three base wage increases that are in the contract. So the step system exists now. It wouldn't change. It just shows you the impact the -- the impact on salaries over time. And so that salary scale would increase as the base wage increases go up. So 1% increase is going to move this scale up 1% in year two of the contract, another 1% increase would move the salary scale up 1%, I think that's the response to the one item that you asked to see.

>> Alter: May I just clarify that these steps are on top of any annual base increases that would happen. If you get 1% one year, it 10-year step, then you would get that 1% and you would get the 7%?

>> Right.

>> Alter: Thank you.

>> So to bring up the other slide, with lots of numbers and colors ...

[7:56:54 PM]

This is the information, the same information, that I sent out in a memorandum about 2:00 P.M. Today. This was a request we received for some additional information yesterday afternoon. There's a lot of numbers on here. I'm going to suggest we just focus on the bottom column, and so the progression of this is what did our five-year financial forecast look at the time of our financial forecast way back in app of this year and then how would it look under these -- the contract that have been approved for fire and the contract that's on the table for Apa. The green one and the Orange one are just a progression, so right back in app we did -- April we did a initial forecast, we updated our forecast. The Orange one just shows from the time staff proposed to what council adopted. The numbers changed some more. And then the bottom one is what I'd really like to focus on, is what does our five-year financial forecast look like based upon the budget council approved, which made assumptions about where the police and fire contracts would land, versus where they actually landed or where the fire contract landed plus this proposed budget for Apa. So the first column is looking at fiscal year 2018. So the total city budget with these contracts in place would be just over a billion dollars, \$1,023,000,000. The police budget would be \$401 million and some, that's 39% of the general fund. You've heard speakers today talk about police being 40% of the general fund budget and that's about what it has been, 39.2% of the general fund budget is for the police department. The line below that then rollback rate and variance between those two. Long story short, on the bottom there we're showing what are we projecting the city's surplus would be relative to our costs not only for fiscal year '18 but into the future?

[7:59:01 PM]

So just momentarily going back to the Orange one, you know, you would expect in fiscal year '18 our budget was balanced. There was zero variance. The budget that we had was exactly balanced to our revenues but now in that light blue one at the bottom we'd be projecting a \$3.3 million surplus, and that's because the fire contract came in below what we had assumed it would in the budget and the Apa contract that's on the table right now that's before you right now is a little less expensive than what we assumed in the budget. Then you can see as we forecast out, we made assumptions about these contract costs in all years of the forecast as well. As we forecast out we would project if you're -- if the city were to stay at the rollback rate, which I'm not saying you will, but the maximum revenue we would anticipate at the rollback rate relative to what our projected budget cost increases would be we would project a positive delta between those two of \$37 million by the fifth year of the contract. I think before I go on to the more numbers I'll address --

>> Mayor Adler: Mr. Flannigan.

>> Flannigan: I just want to make sure I understand that in this fourth section, the percent of the budget that is the police force increases, all it be slightly, but it is increased over time, I'm not a fan of percent of

the fund as a metric. I've been pretty vocal about that as we've gone through this process. I think we should be measuring how much we spend money in departments based on their outcomes, not based on their percent of the money. But even if you use that as a metric, these base contracts increase its percent of the fund over the five years. That's one thing. Am I reading that correctly?

>> You are.

>> Flannigan: Okay. Thank you. And then the variance row, which one -- which you characterized as a surplus, which you said, to be fair, Mr. Van eenoo, you did say, but I just want to highlight, it's only a surplus to the extent that we are maxing out the tax bills for the community.

[8:01:08 PM]

>> That's right.

>> Flannigan: We are hitting a percent, not increasing homestead exemption, not increasing senior exemption, but can you -- can you just say briefly what the sales tax assumptions are in terms of revenues?

>> The sales tax assumptions I believe are annual growth of 3%.

>> Flannigan: So it also assumes that sales tax revenues will increase 3%.

>> Yes.

>> Flannigan: Each of these five years. There are some broader economic trends being assumed as well. So I --

>> That's assuming we're going to be able to stay at a 8% revenue cap, depending on state actions and future legislators we may not.

>> Flannigan: It may be possible the revenue is significantly lower either because we chose a smaller tax rate or because the legislature legislatively limited our ability to hit that rate.

>> Can we afford that contract that's before us right now? Does it fit into our budget? The answer to that is yes. The budget that we put in place for fiscal year '18, it can afford the cost of this contract. Under our assumptions that, you know, we'll get 3% sales tax growth that the state will allow us to continue to go to a 8% revenue cap on our property taxes. That's what this forecast is kind of looking at, what's our maximum revenue trend versus our budget forecast, incorporating the cost of these contracts, and the bottom line of all these numbers is we can afford -- we are projecting, we can afford the cost of this \$80 million contract cumulatively over the next five years. The next thing we're asked then is what implications does that have for our ability to fund additional officers?

>> Kitchen: I have another question first.

>> Yes, ma'am.

>> Mayor Adler: Hang on, yes, Ms. Kitchen.

>> Kitchen: Okay. So on this numbers, then, particularly the 3.3, this doesn't account for anything we may end up doing with ems, does it?

>> So our budget assumptions and our forecast assumptions did make assumptions about the ems contracts, but we don't know what those final contracts will be.

[8:03:16 PM]

>> Kitchen: So the 3.3 could be less?

>> Could be less, yes.

>> Kitchen: The other thing that when we -- during our budget, when we got to zero earlier, we also talked about the fact that we had potentially would be doing a budget adjustment in the middle of the year.

>> Yep.

>> Kitchen: We actually talked about some deferred -- and actually deferred some items, for example, I talked about victim assistance, victim assistance officers or staff, I should say, in the police department. Others talked about other items. So this 3.3 doesn't account for any budget adjustment that we have signaled that we may need to make, right?

>> The 3.3 does not account for that, no.

>> Kitchen: Okay.

>> None of these numbers account for any other actions council may wish to do.

>> Kitchen: I just wanted to point it out because I would argue that we actually don't have 3.3 now. Which has an impact on the projection over the five years. So thank you.

>> Mayor Adler: Ms. Troxclair.

>> Troxclair: I think this might be where you're going, but I want to understand what our capacity is to add new officers. So this -- what you just outlined is basically -- it looks like the percentage of the general fund stays the same and we're assuming an 8% property tax increase every year. But does this include adding new officers?

>> These numbers don't. The next slide will.

>> Troxclair: Okay.

>> Maybe real quick to kind of reiterate what some have been saying, if you look at that first line on the light blue box that says total budget and that total budget grows from fiscal year '18 to '19, that's the budget we have today, but slightly a little bit lower because of the police and fire contracts being a little less expensive than what we had assumed, and then forecasting those costs forward into the future, so taking into account some projections about civilian wage increases, cost of these contracts over time,

making assumptions about insurance increases, but it doesn't assume -- we're not building into this forecast any new funding for the housing trust fund.

[8:05:38 PM]

We're not assuming we're going to change or increase the senior or homestead exemption. We're not projecting increasing for funding or health and human services or any initiatives you've identified as being priorities. We're not making any assumptions about that. What we're saying is the current budget is a certain dollar amount and the cost that have budget will grow out into the future and then we're taking into account these contracts and comparing it to what is the maximum revenue we would project at the rollback rate. The next slide I take all that and say okay, now let's start thinking about if we wanted to add officers, what does that look like?

>> Mayor Adler: Before you get to that next slide, Mr. Casar, you had your hand raised. You want to say something?

>> Casar: So I appreciate your clarification on that front. The one thing you didn't mention was any anticipated expenses because we have to add staff because, I mean -- regularly when we get a budget, there are -- like in this last budget there was some additions to the budget that came from the manager's office that are the -- besides the traditional cost drivers of cost of living increase or what have you, but just what you're saying is it would be all of the -- I'm trying to understand whether this is all of that money or if some -- or if it's netted out?

>> Those things are --

>> Casar: It's netted out -- this is cut out insurance, the cost of living, some level of cost of living adjustment and that stuff but does not which include anything program atologic any programmatic enhancements, department requests, any council initiatives. It's what we're funding today, number of staff we're funding today and making basic projections into the future about what that cost structure will cost us into the future.

>> Casar: I understand that now. I'm sorry we had to make it triple clear.

>> It's important.

>> Casar: It helps me understand.

>> I want to make it clear the first two times.

[8:07:39 PM]

>> Casar: Even if council voted, for example, we want something to continue happening over the course of the next few years, for example, we open the central library so we had to add staff to that library, that --

>> That is in there.

>> Casar: I understand the central library is but I'm using that as an example so I'm not picking on anybody's particular pet issue. Even if council has voted we want something to occur over the next two or three years, that is not plugged in -- that would be competing with what the bottom line number here?

>> That's absolutely right. And the bottom line number there kind of gives you an indication of if there was a desire to go to the rollback rate every year, then you would have -- that kind of gives you an indication of how many wiggle room would you have to fund those new initiatives, things you just talked about. One of them being the community policing matrix study.

>> Casar: Exactly. I think it's fine for you to have laid it out this way. S had helpful for me to understand what it means. Thank you for explaining it.

>> Mayor Adler: Ms. Kitchen.

>> Kitchen: And also, yes, thank you for presenting this. So it -- this would not -- just to clarify, you answered part of my question before, but just to clarify, so this wouldn't include our ems at all in terms of any -- at this point in time we haven't completed any discussions with ems. So in terms of any potential increases to ems over time, this doesn't include that, right?

>> Well, we did reserve some funding in our fiscal year '18 budget and in the out years of the forecast. Honestly just making our best educated guess about if we were to get to a contract with ems, how much would it cost us to get to that contract? We have not got into a contract yet so I don't know if we'll be higher or lower than the guesses we've made.

>> Kitchen: What about our employees? Does this assume a certain raise for our employees over each year?

>> Yeah. We are assuming 2.5% wage increases for our employees.

[8:09:43 PM]

That's what council approved for this year and we're assuming that in the out years as well.

>> Kitchen: Okay.

>> Actually I think it's 2.4, I'm sorry, 2.4.

>> Mayor Adler: Okay. Go to the next page --

>> Kitchen: Does it assume increases in health insurance?

>> It does, 8% is what we're projecting. We did do better than that this year but, again, we don't know what next year will hold. We have to wait until we get our experience study. So when doing these forecasts we try to be conservative until we get better data.

>> Mayor Adler: Mr. Renteria.

>> Renteria: Does this contract -- what if, say, 2019, '20, the legislators decide they're going to roll us back to 6%. What would happen? Could K we -- is this contract going to bind us so relieve to pay that and cut other programs?

>> I'd defer to the attorneys about the legal bindingness of the contract, but, you know, certainly if that were to happen, that revenue number I showed you're talking about fiscal year '19 so we're projecting revenues of 1,079,000,393 at the rollback rate currently defined, 8% cap. If the legislature says we're capping you at 4% or 5%, those revenues would come down significantly and we wouldn't be projecting a \$7.9 million -- I don't want to call it surplus but revenues in excess of expenditure. We wouldn't be projecting that any longer and it would really be fiscal year 20, I would say.

>> Renteria: 20-21?

>> Yeah.

>> Mayor Adler: Councilmember alter.

>> Alter: I wanted to confirm that this is at the 8% rollback rate?

>> All the revenue numbers up here --

>> Alter: No additions to the senior homestead?

>> Right. No additions to the general homestead exemption either.

>> Alter: I don't know if you want to do the next slide 1st.

>> I'd love to.

>> Alter: At some point I'd love for you to do the specialty pay, second page of question 53. I have copies of that if you don't have a slide for it.

[8:11:45 PM]

>> I think we actually have the budget question 53 we could pull up on the screen .

>> Alter: You can do it either before or after.

>> Let me talk while -- we may have to --

>> Mayor Adler: Let's do the next slide because it answers the question that councilmember troxclair asked about officers.

>> The other question was about the matrix study and the 144 officers called for in the matrix study, and if we were to do this contract within our financial forecast projections, can we afford the contract and the matrix study? So the first box looks at one of the requests we received from a council office, what if we wanted to do the matrix snide pretty much a linear fashion, 29 positions a year for four years, 28 positions in the fifth year, that gets you to 144. And what that shows is, you know, you see in the first year we're projecting that we really can't afford to add 29 officers in the first year if we approved this contract under our current budget projections, if we put all the excess revenue towards officers we wouldn't be able to afford the 28 additional officers, we'd have a \$1.37 million deficit. So that's why we looked at, in the green version, we're saying, what would be a phase-in plan where we could do the matrix study? You can see at the bottom we're projecting we could add, again, under the terms of this contract, if it were approved, we could afford to add 20 officers in '18, 28 more in '19, and then 32 a year for the final three years. That equates to 144 positions, but, again, you would be at the rollback rate in fiscal year '18 or little short of the rollback rate in fiscal year '18 but you'd be able to afford 19 and fiscal year '19 you'd be at the rollback rate and be able to afford 28 but nothing else. In fiscal year 20 we're projecting you'd be able to add 32 and at the rollback rate you'd have 2.6 million for other initiatives and you can see how the numbers play out by fiscal year 21 you'd add 32 positions and at the rollback rate about \$8.5 million for other initiatives and fiscal year 22 because of the escalating cumulative nature you could fund 32 positions, fund the contract, and have about 16.9 million left for other initiatives.

[8:14:02 PM]

So even under the terms of the contract and wanting to add officers, we would project over the next five years, again, with a lot of assumptions that are sales tax trends are going to continue, that the state won't bring down the rollback rate, we'd be able to afford the contracts and the additional officers and have some funding left for other initiatives. Again, at the rollback rate, which I know is not always -- that's not where we necessarily want to be.

>> Mayor Adler: Before he moves on to the next slide, anybody have any questions about this?  
Councilmember troxclair.

>> Troxclair: So the 20 new officers in the green, does that include the 12 officers -- the 12 positions that we created but haven't funded yet?

>> It does not.

>> Troxclair: So it's really, like, eight new positions? Eight new officers, I guess? Does this -- I don't know --

>> Mayor Adler: 20 new ones or eight new ones?

>> I think it's 20 new funded positions, but there's 12 positions that currently aren't in the funded so I think councilmember was negligent the 20 new funded positions against the 12 that council added but never funded two budgets ago.

>> Troxclair: Ed, this is the chart I was -- does this say the same -- I'm sorry. Can you come look at this. You can put it up if you need to.

>> I have that chart.

>> Troxclair: Can you naught up? I don't know if this is saying the same thing but just in a different way.

>> [Off mic]

>> I think that's the chart you have up on the screen now?

>> Troxclair: Yeah.

>> So this was a request we had from your office to look at what would be the cost of adding 144 officers over five years on that phase-in scale, and so those numbers there are what we're building into - the numbers in that top slide association 29 officers a year for the first four years and 28 in the fifth year, those numbers are what we are building into the yellow version of this scenario here.

[8:16:07 PM]

Those additional officer costs are what we built into here.

>> Troxclair: So the additional costs, so if we're going to do 144 new officers over five years, the total cost is 61 million in the red?

>> The cumulative cost for those five years. So some people like to look at it different ways, but for the cumulative cost for five years would be \$61.4 million. The annual incremental cost would be the \$18.7 million plus another roughly 8 million for equipment.

>> Troxclair: Sorry. Will you say that again?

>> By the time you get to fiscal year 22 your annual budget would be \$18.7 million more. Every year you'd be spending \$18.7 million more for 144 officers, but if you want to then accumulate the cost of the five years, it's the \$61 million.

>> Troxclair: So does the -- well, so the \$18.7 million, that doesn't include the 80 million -- that's just for the new officers, that doesn't include the \$80 million that we're talking about in this contract for the existing officers?

>> That's right. Make sense financially to add those two together and -- like, what would it be --

>> I think it does if you wanted to say -- check me if I'm wrong but I think that absolutely makes sense. If we wanted to say what we're doing in regards to Apa is doing this contract that costs us \$80 million plus adding 144 positions on that schedule over five years that would cost you another \$61 million, total of \$141 million investment over five years to get the officers and the contract. Divide that -- if you divide the \$80 million over the five-year total and add it to the 18.7 that you just talked about we're talking about, like, \$35 million a year?

>> Not quite because cumulative -- it doesn't quite work like that where you just divide by five but I could get you that number, what the incremental increase in the annual budget would be if you add them all together.

[8:18:16 PM]

>> Troxclair: I feel -- for me, this question of how much -- I feel like public safety is really important to my district. I hear -- we have a lot of support for police officers and I know that my district is going to want to see us continue to keep up with our growth by hiring new officers. So this question of whether or not we have enough money in this contract -- whether or not we're going to have enough money in future years to hire officers to keep up with our growth is really critical to me so I just want to understand. I don't know. It seems -- considering that we are already at the rollback rate, already increasing property taxes 8% year over year, I don't see -- I don't understand how the numbers work for us to come up with what it looks to me like \$35 million additional every year in the next -- over the next five years, every year.

>> It will be more than 35 million, but, I mean, we'll get you that number.

>> Troxclair: It will be more than that.

>> You can't divide 80 by five, it doesn't quite work like that. It would be -- the annual incremental increases would be more by the time you get to the fifth year.

>> Troxclair: Can you do the math and tell me what that is for the 144 officers, which I think is the matrix report recommendation, and then the next -- I guess the next --

>> The 144, that's right.

>> Troxclair: The next box is the 329 new officers, which is the number that the department --

>> That was a presentation from the police department to the public safety commission that expressed a need for -- or a -- yeah for 329 positions.

>> Troxclair: Can you give me the same numbers for those positions as well? I mean, I'm guessing it's going to be more than twice as much.

>> That's up there, that 329 positions over five years would be -- by the time you get to the fifth year, by the time you have all 329 positions on board it would be \$43.2 million annually of operating expense.

[8:20:26 PM]

>> Troxclair: 43.2, I see that in number 2.

>> Plus another 18 million, 17.9 million for the vehicles and equipment that takes to equip an officer.

>> Troxclair: So 43 plus 17?

>> The 17 is one time. It's not a recurring expense. It's the cost for the equipment and 43.2 million is an ongoing cost.

>> Troxclair: Plus the \$80 million that we're talking about for the current contract?

>> Yeah.

>> Troxclair: So it's -- so \$43 million per year, 17 is one-time expense?

>> Yes.

>> Troxclair: So 43 plus 3.4. 46. Then can I divide 80 by five and add that as well?

>> I mean, if we -- it's kind of hard to -- you can't really see it unless you see it, and I don't have the slide to put up. If you looked at the -- if you were to look at the cost of the five-year contract, going back to the contract over five years -- because in the first year the contract, there's only a handful of provisions so it doesn't cost you that much. In the second year of the contract plus those first year -- first year provisions carry forward so the cumulative costs are the \$80 million when you do that math. The other question, when you get to the fifth year of the contract and all those provisions are in place and they're all ongoing, what's the cost to you? And that's about \$30.9 million annually. So by the time you get to the fifth year of the contract, your budget just related -- your budget related to personnel costs for police would be, you know, \$31 million higher than it is currently.

>> Troxclair: For 144 officers or for --

>> No, for the contract.

>> Troxclair: For the contract.

>> For the contract. The annual cost of the contract in year five would be \$31 million. You could add that to the \$43 million.

[8:22:27 PM]

If you want to do this contract plus you want to add 329 officers by the time you get to year five your budget is going to be 74 million higher than it is currently.

>> Troxclair: Every year.

>> Every year.

>> Troxclair: Yeah. 73, 75, what did you just say?

>> 74.

>> Troxclair: I mean, help me understand. I'm -- this is a genuine conundrum for me. Help me understand how we can possibly --

>> I don't think you can.

>> Troxclair: Afford \$74 million every year?

>> Under our forecast, you would not be able to afford this contract, other things that are going on in the general fund. I don't want to put it all on this contract. It's this contract, it's the fire contract, it's what we're assuming pay increases for civilians will be. All of those things. Health insurance increases, which effect all of our employees, six service, non-civil service. You can't afford 329 officers and all those other things even at the rollback rate and even if we didn't add money for anything else. We are projecting that you could fit in 144 with some money left over for other things.

>> Troxclair: So the number for the three -- the 329 officers is \$74 million a year so the number for the 144 officers is -- should be 18 million plus 30 million? So 48 million per year?

>> 18 million plus what? 31, should be -- 49 million a year.

>> Troxclair: 49 million, okay.

>> 50.

>> Troxclair: Yeah. I don't know. I mean, we had -- our budget discussions this year mainly focused on 5 million -- \$5 million that we had flexibility, some kind of flexibility to play with. And I don't -- so when I'm thinking about \$5 million was a struggle for this council to come up with and to spend and allocate appropriately. The \$49 million is just -- it's not -- it doesn't make sense to me right now, but I will continue to listen to the conversation.

[8:24:34 PM]

>> If I can come back to your question. Are we still on this slide?

>> Mayor Adler: Ms. Kitchen.

>> Kitchen: Yes. No. I think you can go back to the previous slide. Yes. So the green yeah. The green at the bottom, I think what you -- we've just been discussing with councilmember troxclair was taking that projection for 329 officers. So I would like to see this analysis done for 329 officers, but I'm understanding from our conversation that what you're telling us and from the discussion we just had is that basically we cannot afford 329 officers.

>> Mm-hmm.

>> Kitchen: Okay. So -- oops.

>> Will you put that back?

>> Kitchen: In my rough back of the napkin kind of consideration of that is, with the slide you just had up, it looked like we only had 28.3 million to work with over the five years even if -- if we even had that much. And we're now talking about we need 79.3 million to carry the 329. So basically there's a huge

difference between what this shows us in the green and getting anywhere near the 329. Is that safe to say?

>> Yeah. I mean, if we added a different color segment for 329 positions, you would be negative. You couldn't afford it for sure.

>> Kitchen: Okay. You know, this -- that really concerns me, and particularly since our police department let us know last summer, when we were trying to anticipate what our needs were for a growing city, that's where the 329 number came from. Whether it's 200, 250, 300, 329, or maybe more, my concern is we are seriously, seriously constrained with these numbers by our ability for our department to grow.

[8:26:43 PM]

So thank you.

>> Mayor Adler: Councilmember alter, did you have a question? About this do you want to go on now to the next injection?

>> Alter: Yes.

>> Mayor Adler: Anymore questions about this?

>> Casar: Were those all the slides?

>> Mayor Adler: Those were his slides now. Now he's going to continue with the other questions he answered in his memo.

>> Casar: I'll ask my question at the end in case it gets answered.

>> Mayor Adler: Okay.

>> Let's see. What we have ready to put up is a response to a budget question we received last budget cycle, budget question 53, which just includes a little bit more information about provisions of the contract. Chris? Is this -- I thought you had 53 ready to go?

>> Alter: I just passed out this -- it's not going to be exactly the same as your chart, but the budget question.

>> That's what I thought we were going to get put up.

>> Alter:do you want this?

>> No. I think this is -- let's see if this mouse will still let me scroll here. Yeah. So this is in response to budget question 53. I don't know if you wanted me to go through all of it, if there was a specific part you want.

>> Alter: I wanted to particularly look at the specialty pay, because part of -- part of what we talked about in the presentation of the contract were the things that were changed.

[8:28:51 PM]

>> Yep.

>> Alter: But in my mind we are making a decision on the full contract, not just the things that changed, and the financial implications come from everything. And it's important that the public understand all of the pieces, and my colleagues as well.

>> Yes. So these are all the different specialty pays. None of these amounts, to my knowledge, are changing. The only thing I would caveat is that the current cost projections were for last fiscal year. You'll notice right off some of these dollar amounts are a little different than the slide I showed you recently, which would be for the current fiscal year, but the actual dollar amounts of all these various specialty pays in that third column are not changing.

>> Alter: These are --

>> We could go through these. I probably would look to some of our police personnel to help me talk about them because they'll know better than do I what some of these certification pays are for, exactly how they work, you know. There's a range on some of them, again, just depending upon which certifications you have or which degree you have.

>> Alter: So correct me if I'm wrong in understanding, they get longevity pay so \$107 per year of service, max of 25 years, on top of their steps.

>> Right. What we're showing in the annual amount if you had one year of service you'd get \$107 and ten years of service you'd get -- on top of base and I on top of steps.

>> W stipends we want to incentivize or reward, the field training officers, mental health certification, bilingual education incentives, some kind of certificate. They also get a clothing allowance.

>> That's only for detectives, I believe, the sworn officers have a uniform provided to them, but detectives get a clothing allowance.

>> Alter: Okay. Thank you. And then there's a shift differential amount? They no longer with this contract would be getting the overtime paid as productive time?

[8:30:55 PM]

>> That's right. That's taken out of that --

>> Alter: Is court time paid at overtime rate still in.

>> Yes, I believe court time is a minimum of four hours. If it's more than four hours you get paid more than four hours but it's a minimum of court time overtime when you're called back for court appearance.

>> Alter: And the -- go ahead.

>> Houston: Could I ask -- may I ask a question about that?

>> Of course.

>> Houston: With the court time, do you have to be in court for four hours or is there --

>> I believe if you're called into court and you're there maybe only for an hour and the case gets dismissed or something like that you still get four hours but I'd have to look to personnel behind me to --

>> Houston: Is that time or time and a half.

>> Four hours of overtime pay at time and a half.

>> Houston: Even if you were only there for 45 minutes or --

>> That is correct. It's a four hour minimum. So if you're there for less than that, you're paid at the four hour rate.

>> Houston: Okay. Thank you.

>> Alter: Then maybe, chief, you could also explain the last one, callback paid at overtime rate.

>> Call-back is when officers are on call, so a lot of our investigative divisions, homicide, sex crimes, we have to have a certain portion that have divisions that actually on call and available to respond after hours during the night, in the early morning hours, to be called back into work. So there's overtime pay to those officers because those are hours above and beyond their 40 hour assignment.

>> Alter: In the contract you've added patrol stipend?

>> That's what I talked about earlier, to incentivize officers to stay on patrol beyond four years, correct.

>> Alter: Then there was the hiring bonus, would somehow be put into this but the -- I mean, the assigning bonus to the contract of the thousand -- I believe what that was -- since the contract, if it's approved, would not go into effect obviously back on October 1, so it was to make the effective 1% raise try and reflect back to what that would have equally equated to had it gone into effect back on October 1.

[8:33:06 PM]

>> Alter: So that ratification bonus. Okay. So there's a lot of other things that come into play in terms of their pay besides the base wage. We have the step, we have the stipends. It's important that we keep that in mind as we're evaluating what this contract is doing. So thank you.

>> Houston: Chief, chief, before you sit down --

>> Yes, I'm sorry.

>> Houston: I'm sorry. I'm just really intrigued by this court time pay at the overtime rate. How much did we pay out last year and the year before for -- in that particular category?

>> I can get those numbers for you. But there's one other thing, too, and I would give you the specifics of it but I want to be certain on it. There's also connected time. If your court hearing is one within hour of getting off duty, then that's different than if you're called in on a day off or if you're called in, say, four hours after going off duty. I'll get you the specifics on that and we'll pull the budget numbers for what our court overtime costs were in prior years.

>> Houston: Thank you. Appreciate that.

>> Mayor Adler: We ready to move on? Okay.

>> Casar: Mayor, did I have my one question left for Mr. Van eenoo.

>> Mayor Adler: Go ahead.

>> Casar: Your very first slide, very beginning of this thing, just one question:

>> Very first slide with all the colors or very first slide that showed step increases.

>> Casar: Very first slide with the colors and four charts.

>> Okay.

>> Casar: Sorry, everybody. None of these charts are -- would show us -- you have the final line, which is what our budget would look like with fire, with police, and without ems. But --

>> With an assumption for ems, but with --

[8:35:06 PM]

>> Casar: With an assumption for ems. So you don't have a slide that shows for us yes vote or no vote today what the revenue would be, right? You don't have that calculated out right now? For example, I think you said in year five it would be \$31 million more, so it would be something like 37 plus 31 would be the amount. Of revenue.

>> Right.

>> Casar: Is that correct?

>> I don't have something. If you don't approve this contract we would have to think about how we would want to forecast that. I mean, it depend. Are we -- if you don't approve this contract, are we sticking with the provisions of the soon to be expired contract are we going to back to civil service? You

get very different answers without parameters around how we would do those projections without a contract.

>> Casar: Understood. I wanted to figure out what the comparison was. What you're saying in year five the incremental cost is about \$31 million?

>> Of this contract.

>> Casar: Of this contract. So is it really bad math to say, okay, if there wasn't a contract that 37 million would go up to 68?

>> I think that would be they're to say, if you -- fair to say, if you kept all the provisions of the existing soon to be expired contracts, you kept all that, simply offered no base wage increases, no to the patrol stipend, no to some of those other new pay items, the math you just did I think that would be right. Went to civil service, the number would be much larger.

>> Casar: Say that part one more time.

>> Mayor Adler: What are the numbers.

>> \$37 million at the rollback rate we would projecting that would be \$37 million to fund other initiatives. New officers, whatever council wanted to do under this contract. Councilmember was asking, well, if we didn't do any of the base wage increases, didn't do the patrol stipend, didn't do any of the other new provisions in this contract, it would be instead of 37 million it would be 68 million.

[8:37:09 PM]

I actually need to back that down by \$7.5 million depending what your answer is to the step system. If you're to maintain the current step system you'd have to back that million down by \$7 million.

>> Casar: Down by 7 million. Obviously that number is escalating across the five years as well?

>> Yes, it is.

>> Casar: Thank you.

>> Mayor Adler: So that I understand that number, if we didn't do that, you're looking in -- the 37, that's the year five number? So that was the -- the annual number at that point? I'm trying to figure out if it was a 7.3 annual number right there, right? In the fifth year?

>> The 37.275 informal.

>> Mayor Adler: The \$80 million that you said was the incremental cost for this contract.

>> The cumulative cost.

>> Mayor Adler: Cumulative cost. In the fifth year it was \$7.3 million.

>> In the fifth year it's actually \$31 million. I think what you're -- if you're -- I don't have exactly what you're looking at but I'm guessing the 7.3 is a increase from fiscal year 20-21 to 20-22.

>> Mayor Adler: Correct.

>> That's the one year increase, the cost of the fifth year of the contract. You'd have to have another 7.3 million. All the cost increases before that have to come along too.

>> Mayor Adler: Right. So the cumulative, the \$23.4 million number.

>> \$23.4 million for the new pay provisions and about \$7.5 million for the step system. That's what I was saying.

>> Mayor Adler: Got it.

>> 31 million total but if you keep the step system --

>> Mayor Adler: All right. Thank you. Let's get to speakers. Okay. We have personal emergency situation I'm going to deal with here so I'm going to call right now David Knudsen.

[8:39:14 PM]

Is David here? Why don't you come and speak. The next speaker will be Chris Harris and after that Andre porter. Sir, you have one minute.

>> Thank you, Mr. Mayor. I've been in law enforcement for over 35 years. I'm retired military, retired air force senior nco. I've spent all of my time in law enforcement, and I've seen both how things are without a contract and with a contract. The Austin police department, everybody I work with, I've always seen stellar work from everybody, and I think that the contract that is in place, if it's voted down, then the ramifications would probably be quite a bit worse. I don't see any reason that this shouldn't be looked on favorably. I have seen a lot of people held accountable when I go to work every day, if I do something wrong and I should be held accountable, no problem. If I do something wrong, I'll bite the bullet for it. I think everybody goes to work feeling the same way. You go to work, you do the right thing. You do whatever you can to do the right thing.

[ Buzzer sounding ]

>> Thank you.

>> Tovo: Thank you, sir. Our next speaker is Andre porter. I'm sorry. You are our next speaker, Chris. Thank you. And you'll have a total of five minutes,

[indiscernible] Clark, okay, thank you, and Kate Graciani. Kate, are you in?

>> She's right out there.

>> Tovo: Very good. You'll have a total of five minutes. You'll be followed by Andre porter. Andre, if you'd like to come up and prepare yourself at that podium.

>> Thank you. My name is Chris Harris from district 1. I'm urging you to vote no against the contract. Probably one of the few people as a data person in the room that appreciated all those spreadsheets back here just now.

[8:41:16 PM]

The one question I have is I wonder if there are accounting for the inevitable millions the city will spend in police brutal lawsuits over the course -- brutality lawsuits over the course of the next contract.

[ Applause ] And I say that really to kind of make plain that we have an issue. The talk about best practices you heard from others, that's not just academic. According to campaign zero we have the number 1 police murder rate of all big cities in Texas since 2013. When you look at the FBI you see our non-homicide data from 2013 to 2016, 13% of murders committed in Austin over that time period were by the police. Policing equity, along with the urban institute, came out with a study last year that showed for every 1% increase in black population in a neighborhood in Austin you had a 2.6% increase in use of force. That doesn't sound like a lot but what that means is the difference between less than 5% black neighborhoods in west Austin and upwards of 60% black neighborhoods in east Austin is 140% more use of force incidences. What we hear from the police chief is, trust me. He says that, you know, with the tools in place and the current proposed deal, you can trust him. He'll deal with accountability. Then the question was asked, okay, what about the promsial bypass? City negotiators say we don't need a new contract. The chief has the ability now as policy to bypass people for promotions. Based on previous conduct. But then when asked tonight about whether or not he would use that under 143, if there was no contract, he said, well, if people are passing the test, then they're not getting promoted, it might hurt morale.

[8:43:19 PM]

How are we supposed to trust that? Again, in a city where we've got --

[ applause ] Again, in a city where we've got serious use of force and police pursue talent incidence and think it's real important that we understand we've heard some of the ally heart wrehing person stories, thank David Joseph's brother, mark, and his mom for coming. And the stories about Morgan, obviously the names go on and on, Jason from earlier this year. Nathaniel, Kevin brown, Larry Jackson junior. We have to have something different in place in this town. The time is now. This is only once every five years. If we don't do it now, many of you won't have another opportunity. So this is your chance.

[ Applause ] And I really implore you to take it. I want to end with another number, which is, one, I've counted exactly one person who spoken in favor of this contract tonight who was not in law enforcement.

[ Applause ] On the other side of this, you've heard from an amazing cross-section of this community, representing not just criminal justice advocates, but people that work in public health, mentality health,

academia, legal, civil society, in environmental issues, all coming to you with one clear message, which is we must vote down this contract, and we must begin to rethink public safety in this town in a new way. You have an opportunity to do that tonight, and so, again, I implore you all to take that opportunity, to see this moment -- seize this moment. It's a moment that not just local but national as well. To seize this moment and to vote no on this contract. I believe in you. Thank you.

[ Applause ]

[8:45:27 PM]

>> Tovo: Next up -- next up is Andre porter. Andre porter. All right. Pedro Laviero. Paid Laviero? How about Scott gunter? Welcome, Mr. Gunter. You have three minutes. You will be followed by Najera writhe.

>> Thank you. Good evening -- on behalf of my family, police department, fellow officers, I want to ask you to vote yes for the contract. I'm a four-year officer and a -- in a prior department. I've been here two years, spent four years in St. Louis actually as a police officer there, newly appointed detective when I got sick of working all the overtime basically and not being home as much as I could and I basically started out from scratch doing research of where I'd want to go. I knew that I was marketable with education and different things so I didn't feel it could be too hard to get on anywhere but I wanted to live in a community where I could be compensated as best as possible, work hard for the community that I'm living in, and serve them. And I came across obviously the Austin police department, and the relationship that the association has with the city to build the package that they have, to say, you know, this is a great place to be a police officer, it's a great place to serve the community, and so I came here. And, you know, they said it? St. Louis but here I believe it that we are one of the best if not the best police department in the United States and that the standard here as they advised me, recruiting even told me, you know, you're probably going to lose days, just be ready for them. The standard hereby is high, set by you, as the city authorities, as the community has already expressed, they have a high standard. And the standard here is high.

[8:47:27 PM]

And rightfully so for interpreting, transparency, and accountability as well. And as we all have mentioned we're well paid. I think all those things go together because basically we want to recruit the best to be here and to serve all of us in this room and all the people out here and we want the people that are here and doing a great job we want them to say, of course, and I guess I think the last contract and this one continues to do those same things. Thank you.

[ Applause ]

>> Tovo: Thank you, sir. Najera Keith. Jeris Kelly. How about Lauren reed? Is Lauren reed here? Okay. Welcome, Ms. Keith. You will have four minutes. And you'll be followed by robin wrather if she's here.

>> Good evening. My name is Najera Keith. I'm the founder of black sovereign nation.

[ Applause ] I'm not going to leave this podium until I'm finished speaking. I refuse to observe rules that marginalize the community for whom this process is supposed to be. All of the people who came to speak on behalf of Austin police department are already overrepresented during the negotiation process.

[ Applause ] The community is finally able to represent itself, and you want those who never get to speak to sum up their concerns in one to three minutes? No. Also, council should know this but for those in this room who don't, nowhere near seven reforms were included in this contract, though none of us are surprised that A.P.D. is

[indiscernible] Lives. They do much worse in our neighborhoods every day.

[Applause] An officer came up and said he serves the community. Which one? Because you guys are destroying mine.

[8:49:29 PM]

I wonder if this council knows how traumatizing it is for black and brown folks to come down here over and over to beg for their lives. The people who came here tonight are demanding that you acknowledge your constituents. And eliminate a negotiation process that does not include them. We are not comfortable with the city of Austin and the Austin police association sitting at a table and casually discussing what for us are matters of life and death. The city of Austin cannot represent David Joseph without David Joseph's family. The city of Austin cannot represent Morgan renkins without Morgan's community. The city of Austin cannot remember Brienne king without allowing him to weigh in. You cannot represent Laurence Paris without his brother. I have said their names before and I'll say them every time. Because their lives mattered and they still do.

[ Cheers and applause ] Just this morning, vsn was contacted by people who witnessed Austin police department arresting a young man whose name I will not you toner present company for fear he'll be further harassed and assaulted. A.P.D. Was caught on video escorting the young man out of a store after arresting him for a minor offense. The police officers are then seen on camera, walk being the young man around to the back of the store where they proceeded to beat him. This happened yesterday on December 12, 2017. But the scene looked eerily similar to 1991, Los Angeles, where Rodney king was tazed and beaten mercilessly. Do you want your legacy to be the endorsement of that kind of violence? That kind of brutality? Is that what y'all want to be remembered for? Did you run for office to continue utilizing a process that is deaf to the voices of the community?

[8:51:36 PM]

A process that has been inequitable and corrupt since the beginning, when the then union chief was included in the original police oversight focus group? This is crazy. A process that continues to reward murder with bonuses and wage increases. Do you want to be known for allowing Apa to bully you into preserving a process that completely ignores our communities and benefits only Austin police department? Because that's not what you claim to want. Mayor Adler, in reference to reinstating free bus fare for seniors and disabled insisted the government could be lean without being mean. I mean, in terms of funding the things that actually matter, you all sure are lean.

[ Buzzer sounding ] You refuse to allocate \$350,000 to more shelter beds for the homeless. A.p.d.'s budget is obese, though. Public safety gets 68% of the total city budget and A.P.D. Gets 40% of that. It's rims.

-- It's ridiculous.

>> Tovo: Ms. Keith --

>> I'm going to keep talking. I want to --

>> Tovo: Some people donate --

>> A.P.D. Gets one minute -- you have this whole presentation that could have happened -- we could have had a totally different session, right? The community gets --

>> Tovo: I think you have a lot of people who would like to donate time --

>> No. I'm going to keep talking. I'm going to keep talking.

>> Tovo: If you would, those of you who have your hand up can go give the clerk --

>> [Overlapping speakers]

>> You said that your history and the struggle against segregation would help you serve district 1. You said you believed building relationships was key. What is your relationship to the community now? And what are do you wish for your relationship to be? Do you want to be someone who is left -- who is here for your constituents? Or someone who ignores their concerns? Let's talk about our relationship --

>> Tovo: Let me pause you for a minute.

[8:53:37 PM]

>> Councilmember tovo --

>> Tovo: I'm happy to hear it but if you would pause for a --

>> [Overlapping speakers]

>> What say you now that the course of us who just so happen to be the blackest and brownest of us are deprived of this right.

>> Tovo: Ms. Keith.

>> Would you make a decision that reflects your claimed values and limits eliminates a process that refuses to acknowledge the needs of the very people you reference. I won't speak for every group here, though I know many of them share our sentiments, but vsn is committed to mobilizing the communities we represent against Apa, A.P.D., and this council, if you do not make the right decision. Remember that we are the people and we have the power and we're not going anywhere.

[ Cheers and applause ]

>> Tovo:thank you, Ms. Keith.

>> Thank you, come to --

>> Tovo: You have three minutes and you'll be followed by Scott hen citizen.

>> I want to take a second and acknowledge how powerful that particular speaker was, and she has my greatest respect.

[ Applause ] At the same time I'm going to come at this a little differently. I do want to say this is a historic night and I'm excited about it. This might be the most important night -- I've been down here a lot on environmental issues but this may be the most important night, the most historic night, because not only do we have one of the most diverse and expert set of activists in the chambers tonight, in my opinion -- and I say this from the heart -- we also have the finest police department and in particular, chief, I want to tell you how much I appreciate you.

[8:55:50 PM]

I trust you. And I also trust the activists in this house. And what I'm asking for and what I think we're capable of and what I think the national context demands of us is for us to work together. We have not that far apart. I don't think anybody actually disagrees that every single one of these justice reforms is completely legitimate, completely necessary, and completely doable and soon. Those reforms are needed. They're needed in our town. At the same time, our police force, in my opinion, is worth every dime we can spend on them. It's hypocritical as people who work for a livable wage -- for people that have worked on affordability to say, oh, we're paying them too much. They are us. A.P.D. Is us. We have systemic racism in our community. They have systemic racism. They know it. They're working on it. They need us, all of us. All of us to work with them. What I'm asking for is that we put our a game on the table. We get these justice reforms done. We get these guys paid. I want to say how much I appreciate your sitting there, those of you from A.P.D., when I know you lost one of your own just today. You buried a fellow officer from San Marcos. It wasn't that long ago that we all buried officer padrone. And I want to say we deserve the best and not a false trade-off. We should not disrespect our police officers, and we certainly shouldn't disrespect any members of our community. In Austin, we're capable of all of that. We're capable of all of it. And I implore you, I know a lot of you councilmembers personally, and I know where your hearts are, and I know you don't want to have to choose between a fantastic, safe,

incredible police department and a safe, just community that's working together with this kind of diversity, in this kind of power.

[8:58:02 PM]

So I ask you, whatever you do -- by the way, I don't understand where this notion came that, oh, we should throw out what we have and trust something from the state of Texas.

[Buzzer sounding] I'm never going to trust the state of Texas with our civil rights. With anything that's important to us. We should trust ourselves. We can do this. We can close the gap that there is between us, and we should do it now. Thank you.

>> Tovo: Thank you. Scott, one minute. Is Lisa brown here? How about Michael? Okay, Mr. Henson, you have five minutes.

>> Oh.

>> Tovo: And you'll be followed by Robert.

>> All right, then. I may not need the whole five. My name is Scott Henson. I appreciate y'all staying here late tonight to hear everybody speak. This is an historic, very important night. I think it's very important that you do pay close attention and take all this seriously. I know sometimes some of this can get pretty hot, but it's hot because it's important. And it's hot because it matters. And that's why everyone is up here. And I appreciate y'all taking it seriously. I wanted to give just a little bit of backstory, history about how we got here. Not everybody has been here through this entire process, even on the advocacy side. It was said by chief Manley and others, well, if we don't sign this contract, we're going to lose all this great accountability and oversight that we've negotiated over all these years. The history I wanted to give you was about how that oversight originally got here. I was part of a group of people in the '90s that launched a campaign to try and install civilian oversight in Austin. We worked for a couple of years to create something called the focus group that was created. We negotiated in good faith. The union and community were involved. They came up with a plan. It was a compromise. We didn't get everything we wanted, but it was a plan. Then they went into the union negotiations.

[9:00:04 PM]

We were not allowed there. Austin justice coalition has been in the room this time. That's been a huge accountability element, frankly, in all this. It's allowed, a seat at the table. We weren't allowed then. They came back with the version of the Austin police monitor we have now, which is a piece of junk.

[ Applause ]

>> That's the problem. And when we came back, back in the day, this was in 2000, the community, we had a hearing very much like this, about 150 people signed up to speak against the police contract. All

the people that have been pushing for civilian oversight for years showed up that night to oppose the police contract, just like they are opposing the police contract tonight, because the oversight is a piece of junk. It's not worth anything. It's not doing anything. It's not helping anyone. They make recommendation after recommendation and nothing happens ever. Ever!

[ Applause ]

>> And we knew that would be the case. It was structural gutted like a fish when they put the thing in place in the first place. We knew it. That's why we opposed it the in first place. That's why we didn't want this. We said it's better not to have a contract at all than to have what we're having here, because what you're doing is providing cover for misbehavior. You're letting the public think, we have civilian oversight, we're holding the police accountable. You're not. It's a lie. The problem we had then is the same as today. We forgot nobody wanted this thing in the first place. The union wanted the money. The city had political reasons they wanted it. It wasn't about oversight then, and it needs to become about oversight now.

[ Applause ]

>> Real quickly, since I have a little time, I want to medical mention the other thing the first contract did is make the Austin police officers at that time, when you adjusted for the relative cost of living, the highest-paid officers in the country.

[9:02:13 PM]

They're still the highest-paid officers in Texas. What that did is squeeze out for that 17-year period every other priority the city had. Bill complained for years the police budget was squeezing out priorities. There are a lot of other ways your budget can promote public safety. You can provide programs that help victims, hire case managers, you can do all sorts of training. You can have homeless housing. There's a lot of things we can do if you have some extra money that will influence public safety more than just hiring a few more people with a gun.

[ Cheering and applause ]

>> We need to look at those things. One last thing, then I'll be done. It was mentioned earlier -- and it is true -- that they didn't get seven of the eight reforms in the contract. I think they had one. But it was also mentioned that it was said that the open records proposal by the advocates was somehow illegal, that we can't modify the open records act. I don't use this word lightly at all, but I will tell you that that is a flat-out lie. That is simply not true. The fact is that -- please, let me just finish. The fact is that on the open records, here's what's going on. In chapter 143, 089g, they can negotiate, chapter 143 creates a secret personnel file that the city may create. If the city creates the secret personnel file --

[ buzzer sounding ]

>> All the disciplinary records go into that file. You can negotiate that. You should negotiate that. And you should not accept a contract that does not include transparency for police misconduct. Thank you.

[ Cheering and applause ]

>> Tovo: Thank you, Mr. Henson. Robert Barger is next. And you'll be followed by Deborah.

>> Time as well.

>> Tovo: You -- let's see.

[9:04:14 PM]

Is Stacy Barger here? How about Todd? You have five minutes.

>> Thank you. My name is Robert Barger, thank you for the opportunity to speak before you guys today. I'm an Austin police officer and so is my brother. We both grew up here in Austin, attend the Woodridge elementary, burnet, Jr. High, and the high school here here in Austin. We've been a part of this city for a long time and both serve as Austin police officers. My brother and I have been in an unfortunate situation to have been involved in critical incidences in the course of our duties as police officers where we were placed in eminent danger of losing our life when responding to a call for help via 911 from a citizen. He in 2007, and I in 2013. In 2007, my brother responded to a disturbance and was shot at by a man with a shotgun loaded with slugs which narrowly missed hitting him. The suspect told his brother he was going to go to the university of Texas and make what happened at Virginia tech look like a walk in the park. My brother's actions that day were key in preventing a mass shooting in our city, and my hometown, and our hometown. In 2013, just two years after I started as a police officer, I faced a gunman who had shot his handgun and pointed it at his neighbor and police officers. Ultimately, the gunman was apprehended and taken into custody without injury. He had a stockpile of weapons and ammunition, and our work made Austin a safer place to be. We work every day to provide for the safety and security of the citizens of Austin, and I plan to continue to do so. I would ask you to consider every officer who is facing uncertainty of being face-to-face with a gunman and wondering if they are going to make it home to their family. And ask yourself, is this city getting what it's paid for?

[9:06:15 PM]

I believe the city is getting what it's paid for. The Austin police department is recognized as the finest police department in the state of Texas, and arguably one of the best in the nation. I would say the investment the city has made has been returned in kind. In closing, local government code chapter 143 is the basis of civil service works, collective bargaining agreements are required in order to modify, such as customizing the hiring or disciplinary process. There is no innovation found in going back to chapter 143. The city would be restricted by the confines of the chapter, period. All the ways the city has customized its ability with personnel are done through negotiation. None of the things the city or activists may be wanting to change are found in chapter 143, which is why the city has been doing collective bargaining since the 1990s. Let's not gamble with the safety of the citizens of our community. Let's stay with what has made Austin one of the safest cities in the United States. And let's not gamble

with the probability that the legacy of this council could be the start of the decline of public safety in Austin. Thank you.

[ Applause ]

>> Tovo: Okay. Is Kristen Johansen here? How about annalise? You have four minutes. You'll be followed -- I'll get back to you on that.

>> Good evening, council members. My name is Devora, district one, a member of black solve rep -- sovereign nation. I wish that community members Sophia, Daniel, Larry, Richard, David, Micah, and Morgan were here to enumerate their pain, to talk about how they were harmed by Austin police department, but they're not.

[9:08:34 PM]

So I just wanted to uplift their voices again. And I also want to ask that council votes no on this contract, and to do away with meet and confer process. Tonight we've seen lots of shirts that say keep Austin safe. And as an austinite, safety means the freedom to move about my life without fear of injury, detainment, or death. I don't associate safety with having to worry whether or not every time I'm pulled over I could be shot and killed. And unfairly detained. If the council wants to make austinites feel safe, then give the health department more than 3% of the funds in the proposed budget, bond. Fund navigation centers to connect homeless people with services. Fund del valley youth workforce planning. Fund temporary shelter beds for the homeless. The options continue on and on. And if you added all of these up, they still would not amount what the contract has listed in front of us. For decades, elected officials have stripped funds from mental health services, housing subsidies, youth programs, food benefit programs, and pouring money into police forces, weapons, high-tech surveillance, jails and prisons. These investment choices have not made us safer, and have devastated black and brown low-income communities. Austin needs to invest in our communities and divest from the punitive systems that have historically existed to terrorize and murder our people, my people. Austin police have murdered countless members of the local community and I want to encourage that council does not use their hands to help APD continue squeezing the trigger!

[9:10:39 PM]

[ Applause ]

>> There is abundant evidence that the 1997 meet and confer process, a process through which accountability, transparency, and civil oversight were supposed to permeate the toxic culture of brutality on the local police force, and instead of increased measures to ensure proper and appropriate police conduct, meet and confer has continued to result in benefits for APD and millions of wasted taxpayer dollars. There is abundant evidence that police and jails do not make communities safe, and in many cases, actually undermine safety. Yet at the local, state, and national level, significant portions of

public money are dedicated to policing and incarceration, while minuscule amounts are dedicated to the infrastructure we need to continue keeping our communities healthy and safe. So I strongly urge my councilmember, Ora Houston, and the other councilmembers and the mayor to vote no on this contract and do away with this meet and confer process. Process. There are other options.

[ Applause ]

>> Tovo: Thank you very much. Is Andre porter here? Andre porter. Okay. How about Pedro lavario? Okay. Our next speaker then, and we're moving now to the one-minute speakers, is Lisa.

[ Off mic ]

>> Tovo: You do, and I'm about to call on those. Is will tribbit here? Did you say he's still here?

[9:12:39 PM]

>> He's here.

>> Tovo: Okay. How about Josefina? You have two minutes.

>> Okay. Good evening. My name is Lisa. I'm from district 5. I had the opportunity to attend the public safety meeting last Monday where they took a vote on this. I'm ashamed about what I saw. Not only did I see the president of the Apa bullying and threatening what was going to happen, I saw the interim police chief talk about the great tweaks that were being made. The kicker, the convener of that board says, I'm on the review board and it doesn't work, but I'm going to go for this contract because I want to support collective bargaining rights. I was outraged. I've worked with labor, home builders, hotel workers, hospital workers, and I have never seen the percent about of raises that are being -- 7%, 12%, I mean, where do you see those wage increases, really? So the chief said earlier tonight that the system is working. But I would say that the system is working for the police. It is not working for the community. I keep having this idea of golden handcuffs, they're getting the gold and we're getting cuffed in this deal. I want to just bring your attention to this, because this is 200 thousand-dollar bills, representing an 8th of the money just for signing bonuses. If you were to put this stack to the 1.9 million, it would be a stack of bills this high. This high, everyone, this many thousand-dollar bills. How many of you here in the keep Austin safe are willing to turn this money back over? And I also wonder the money for the shirts themselves.

[9:14:41 PM]

Everything that police have comes from tax dollars.

[ Cheering and applause ]

>> We want to keep Austin safe, but we have talked about safety in this context is overrated.

[ Buzzer sounding ]

>> We're talking about real safety. The community is giving you examples of what can be done here. I urge you to vote no on this process. Let's create a new way in Austin. We know it's possible.

[ Cheering and applause ]

>> Do any of you need \$200,000?

>> Tovo: Okay. Thank you. Since we're at the one minute, I think it would probably be a great idea if people could come up a few names in advance. I'll read out the next batch of names. Lauren Ross, Susan Cotham, Adam Kahn, and Elizabeth Moses. Each of you will have one minute.

>> Identify supremacy Austin, please [ inaudible ].

>> Good evening, mayor, councilmembers. My name is Lauren Ross, and councilmember kitchen is representing me tonight. I'm speaking on behalf of undoing white supremacy Austin, and members of our community are coming behind me. We organized three community forums on this issue, in councilmember tovo, councilmember kitchen, and another councilmember's district. As long as we hold that our problem is a few bad apples, we are not going to solve the problem of police violence. While we think the solution lies in hiring the right cadets, or making the ranks multiracial, men and women of color will die at the hands of Austin police. Sorry. I have to take a minute just to look and see. That's really good. These are folks standing here to undo white supremacy in Austin.

[9:16:42 PM]

We fail to recognize that police violence against people of color is a systemic problem.

[ Buzzer sounding ]

>> Sorry. That can't be me. We refuse to see that it arises out of the same processes that produce inequity in school discipline.

>> Tovo: I apologize, that is you. As with our previous speaker, if you need time donated --

>> I think there are some people that have donated their time already. Thank you. We refuse to see that it arises out of the same processes that produce inequity in school discipline for kindergarten children, and high school and college graduation rates, and life expectancy, and in the services and zoning in the neighborhoods where we live. We deny that policing today continues a tradition that is rooted in the enforced enslavement of black bodies to produce wealth for others.

[ Cheering and applause ]

>> When we acknowledge that history, when we as a community embrace and express our commitment to undo racism and make the necessary reparations, we won't have to bribe police. We will pay them fairly and they will express our community values. When every system in Austin is organized around equity, justice, and compassion, our policing will reflect our commitment. There is no contract, no pay

bonus, no retirement benefit with the capacity to achieve that goal. We must find instead what is foundational to safety, schools, mental healthcare, housing, and affordability. This contract is too much money for too little accountability, and we ask that you vote no on the meet and confer contract. Thank you.

[ Cheering and applause ]

>> I'll try to catch up as best I can. Susan Cotham, had you donated your time?

[9:18:43 PM]

Susan Cotham? I think may have. Adam Kahn, you're up. You have one minute. Is Elizabeth Moses here? No? What about Kate? You'll be up here. Go ahead.

>> Thank you, Adam Kahn testifying against the proposed contract. And I love how you guys always give me the best acts to follow.

[ Laughing ]

>> This contract rips off taxpayers to protect bad cops. By itself, either one of those things should be a deal breaker. Why on Earth do we want to do both? Now I've been through enough budget cycles in this building at this point to know the numbers we've heard. Two-thirds of the general fund goes to public safety, 40% goes to APD. And I also have been through enough budget cycles in this building to know that every single time we get into late August, early September, these long-term public safety contracts always come back to bite us in the backside. So people are talking about mental health. People are talking about any number of other things. I don't think it's a particular secret that I think this city government, led by this council, taxes too much.

[ Buzzer sounding ]

>> And if you want to lower the tax rate, this is where the money exists.

>> Mayor Adler: Thank you.

>> One more point. I just want to say this contract also doesn't do anything about pensions. And that is a gigantic concern that I would like to see addressed as well.

>> Mayor Adler: Thank you. Elizabeth Moses. Is Heather busby here? Why don't you come down. I think you have time donated by Julie. Is Ms. Gilbert here? There you are, so you'll have two minutes. Go ahead.

>> Good evening, mayor and council. My name is Katherine.

[9:20:44 PM]

I am a resident of district 9. And I'm a doctoral candidate in the department of African and African diaspora studies. I've been coming to city council meetings since the murder of David Joseph. Tonight is the first night I'll be speaking with you. I wanted to talk about my experience as a Ta with freshmen students for a course on mass incarceration. We've been leading the scholarship on the criminal justice system. These freshmen are outraged by the way in which vulnerable communities are targeted for surveillance, policing, arrest, corporal punishment, and detention. They are shocked by the impunity granted to officers in Austin and across the country. Graduate students and undergraduate students at UT are watching how the council votes this evening. And we want real transparency and oversight.

[ Buzzer sounding ]

>> And we urge you to vote against the contract. Thank you.

[ Applause ]

>> Mayor Adler: Is Jorge Reno here? I think you have some time from Lindsay Davis. Is Ms. Davis here? Is Miriam Connor here? No? You'll have two minutes. You'll be up next.

>> I think --

>> Mayor Adler: Someone else is going to donate you time? Would you come down to the clerk and give her your name, please? Go ahead.

>> My name is Heather, a member of district 7. And I'm here also in my capacity as executive director of pro-choice Texas. Raising families in safe communities is a matter of reproductive justice. But that also includes black and brown families. Raising children free from fear that they'll be shot by police is a matter of reproductive justice. Being able to call for help when you have a mental illness is a matter of reproductive justice.

[9:22:51 PM]

[ Applause ]

>> When the system is not working, the solution should address that, not slap a band-aid while costing so much in taxpayer money. I urge you to vote against this meet and confer contract and listen to the voices of the community that are here today. I think we've spoken pretty loud and clear that this contract is not supported by the community, and the community deserves better. Thank you.

[ Applause ]

>> Mayor Adler: Is Bob here? Bob, you'll be up next. And is Amanda Williams here? Amanda Williams, no? You'll have one minute.

>> We donated for Jorge.

>> Mayor Adler: I'm sorry?

>> We just donated more time for Jorge.

>> Mayor Adler: Who did? If you go up to the clerk and give her your name. Go on up to the clerk. Sir, you have three minutes.

>> Council, mayor -- justice. From 2012 to 2015, I was a facilitator of community building circles done in a restorative manner. That was a direct result of something APD had launched called the intervention strategy. Part of that was, again, bringing together the community faith members and police officers at the direct order of art Acevedo and Fletcher to address the tensions. That effort was given impetus in 2013 after Charles, a white detective in the Austin police department, chased down and shot to death Larry Jackson, a black individual who was fleeing unarmed and did not pose a threat to himself or to anyone else. I sat there every week for almost three years with anywhere from one to four police officers in the room.

[9:24:51 PM]

They would sit there and almost exclusively they would contribute very little. They would sit there in full regalia, flak jackets, armed, talking about how misunderstood they were and did not feel they were members of the community. And again, they never once chose to take off the symbols of oppression and violence that they brought into those circles. I think that until the police offers in Austin put the community first and their status as police officers second, that any contract of this nature needs to be set aside. One other thing. I want to respond directly to the lieutenant a minute ago who said that Austin was going to descend into some sort of dystopia if she and her fellow officers did not get a raise. That's what this is all about. In January of this year, there were 69 lieutenants in APD. They had a median salary of \$130,000. I don't know how many of the organizers or teachers, psychologists, or other members of the community make that much, but they contribute every bit as much to the safety of Austin.

[ Cheering and applause ]

>> So all due respect to that lieutenant and to every other officer on this police force, but I do urge her that after tonight, that she perhaps take the 80% that she is guaranteed as a pension and that perhaps she leave keeping Austin safe to the community. Thank you.

[ Cheering and applause ]

>> Mayor Adler: As I pointed out, we have still, you know, a couple hours' worth of testimony.

[ Cheering and applause ]

[9:26:54 PM]

>> Mayor Adler: And I know everybody's into this, but the applause in between will extend another half an hour, 45 minutes.

[ Cheering and applause ]

>> Mayor Adler: So the next speaker that we have is going to be Bethany Carson. Is Bethany here? Why don't you come on down.

>> Thank you, my name is Bob, executive director at grassroots leadership and a 15-year resident of district 7. So, councilmember pool, I'm your constituent. So, grassroots leadership was proud to be one of the now 20 organizations here in Austin, civil rights and community organizations in more than 100 community leaders who have called on the city to reject this contract, noting that it does far too little to further accountability and transparency in the Austin police department. And let me be clear. The civil rights community that is represented here today views this issue as a litmus test. We heard this earlier from someone on this side of the room, but this is a litmus test issue for people in the civil rights community here. And we believe that this city council has much to be proud of when it comes to criminal justice reform. This council passed the first fair chance hiring policy in the southern United States.

[ Applause ]

>> This council led the state in ending the juvenile curfew earlier this year that resulted in thousands of unjust arrests and tickets.

[ Applause ]

>> And we believe that you have an historic opportunity to lead this state in rethinking the way that police contracts are negotiated and what public safety ultimately looks like in this community. I want to note there's a national spotlight on this room tonight. This community has spoken over the last several weeks and months and I really invite you all to step into that historic opportunity and vote no on this contract today.

[9:29:00 PM]

>> Mayor Adler: Thank you very much.

[ Applause ]

>> Mayor Adler: So, Bethany Carson will be speaking here. You have one minute. I don't show you with any donated time. Ann Marie Clark here? No? What about Bobby? No? What about Gilbert starkley? Oh. I'm sorry. Come on down here. Please proceed.

>> Good evening, my name is Bethany Carson, I'm a resident of district 4. And tonight I'm here to reaffirm those who have testified that we can't keep Austin safe because Austin is not safe for them. It's not safe for the immigrant man who was wrongly arrested, deported, and killed in Mexico after I.C.E. Got his information when he was booked into the jail. It's not safe for a homeless woman roughed up by police officers for sleeping outside a church, who spent the night in jail and had her belongs seized. 329 more officers and signing bonuses will not make it safe. We need a paradigm shift that recognizes that Austin must invest in mental health treatment programs, preventive health, community centers,

schools, all the things that keep us safe and help us thrive way before police are even involved. We will be better off finding a new way forward where five years of our social service spending is not held hostage in exchange for accountability and transparency measures that should be expectations, not bargaining chips.

[ Buzzer sounding ]

>> Thank you.

>> Mayor Adler: Thank you.

[ Cheering and applause ]

>> Mayor Adler: So, drew de la Santos, is he here? I'm sorry, drew. Go ahead.

>> Mr. Mayor, councilmen, councilpersons, thank you very much for the opportunity to speak tonight.

[9:31:04 PM]

I'm Gilbert Starkey, a resident of district 9 and a cofounder of 350 Austin. I'm here tonight to speak on behalf of the organization 350 Austin because our steering committee, the decision-making body, voted unanimously to ask you to reject this contract. We believe that this contract does not serve the public interest for several reasons, one of which is the lack of effective and robust civilian oversight, which we believe results in a general lack of transparency into police behaviors and incidents. We believe that granting such concessions to any authority in a democratic society is detrimental to public safety and trust. We see this as an issue that negatively impacts all citizens, as we are fully aware that communities of color are particularly vulnerable.

[ Buzzer sounding ]

>> Therefore, on behalf of 350 Austin, I ask each of you to reject the contract before you tonight.

>> Mayor Adler: Thank you very much.

[ Applause ]

>> Mayor Adler: Is Andrew Herrera here? Andrew Herrera. No. What? You're here, Andrew Herrera? Come on down. Is Braden Hawkins here? Yes. You'll have two minutes, then, Mr. Herrera. Please proceed.

>> Hi. My name is drew. I'm a lifelong austinite. I live in district 9. The citizen review panel needs teeth to have true review power. Public safety is not just policing. The community has outlined clear other options for this. And so relocated millions to community enrichment that will provide long-term safety from childhood to adulthood into seniorhood. And it's worth voting no to do better, because there are millions on the line.

[9:33:05 PM]

There are years on the line that are going to be affected by this vote. It's worth it to take a step back and do it again. And we can't afford this. That's why it's so confusing, because we can't afford it. There's not enough money to make it happen. Can't have your cake and eat it too. And every dollar counts. Because we cannot count on the state government. We can't count on the federal government. We need to do our due diligence in protecting our budget.

[ Buzzer sounding ]

>> So, thank you. I urge you to vote no. I'm very concerned about this.

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: Is Heather busby here? No? Heather busby? Okay. No Heather? She left? She spoke already. Okay. We need to cross her off. And then Jasmine Patel. What about sue Gabriel? What about Julian Reyes? Go ahead. Go ahead.

>> Thank you. Hello, everyone. My name is Andrew Herrera, vicepresident for university Democrats at UT Austin. We are here today speaking as an organization in favor of the reforms that the Austin justice coalition is pushing forward. First and foremost, we believe it is a proven fact that if they are put in place, if we move forward on better negotiations, we will see a police department and a local Austin community, specifically those communities of color having better relationships going forward. In addition we want to point out these reforms are not intended to scapegoat police as responsible for all institutional ills in the criminal justice system. We want to make sure that we can have the atmosphere to build upon the progress that we have made, and the community has made.

[9:35:08 PM]

I want to make it clear I'm here today to say the issues of institutional injustice that the ajs has brought up, you know, may not be seen at student issues on the forefront, but we as Progressive activists and university Democrats believe that if any group that we care about that needs to be valued in this community is under attack or feels marginalized, that's a student issue for us, plain and simple. We also want to point out going forward, our members, we asked them what their priorities are for us on activism. They've said criminal justice reform, they've said police accountability. These issues, whether people believe it or not, matter to students. They do. They want to see their government, their city that they care about and love, Austin, really make some progress on these issues going forward. The city of Austin and Apa in the contract that's been revised have pointed out they want to expand the role of the citizens review panel and make sure the office of police monitor is more empowered. We're looking at the context, the text of this contract. There's so much lacking, so much accountability and the 180-day rule, a lot of cosmetic fixes, but nothing real.

[ Buzzer sounding ]

>> We say brown and especially black lives matter in this community. I would implore you, city councilmembers, please, put our money and your votes where your mouths are. Thank you.

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: Is sue Gabriel here? What about Chris Harris? Already spoke. Trish merell? Okay. You'll be up at the other podium.

>> Go ahead and roll the video. This is a video of homeless oppression by the police that went unaccounted for. And there's basically thousands of these kind of videos that I have. This is a young lady here, homeless, in her pajamas in the cold of night for littering outside the homeless shelter.

[9:37:27 PM]

>> Section 302. No right to interfere, you know that.

>> So, police interference is un-constitutional according to federal law.

>> Barricade. Harass me.

>> Many of those officers have assaulted citizens on video and gotten away with it over, and over, and over again.

[ Applause ]

>> So we're fast forwarding. This is inside a homeless soup kitchen the city allows to be a jail on the weekends. This lady is being restrained, cuffed behind her back. They put a belt all the way around her. Now they're going to manhandle her. The sergeant is going to watch on. I've shared this on all y'all's websites. It's not done. It's just began. She's going to the ground. This is your police department that you're saying has transparency and accountability. And that's a damn lie. You guys know it. These -- this is battery. This is a felony. And your officers are committing felonies. And your chiefs and your opm don't care.

>> There's the sergeant, he's still active. So you go ahead and tell me how you're going to keep the police accountable. Thank you.

[ Cheering and applause ]

>> Mayor Adler: Is Beverly here? Beverly, no? Beverly? No? Yes? And Beverly, I think you had some people that donated time, Mary. Is Mary here? No? What about Rebecca?

[9:39:29 PM]

Okay. Why don't you come on down, you'll have one minute. Go ahead, please.

>> Mayor Adler, I'm Trish, district 8. I came here to encourage you to vote no on this contract. I've lived in Austin for more than 30 years and I'm an active member of the university united methodist church. We do a big outreach to the community. I facilitate an economic and racial justice committee there. Our congregation is involved with feeding and clothing, and nurturing people, the friends that we have without homes. We offer no-interest micro-loans to small businesspeople and we partner with Zavala elementary school, just to name a few. I've learned it's very important to listen to all of our citizens, especially those who are negatively impacted by institutional decisions, in this case, city budget decisions. I appreciate very much the work of the police. I value this profession and I want to do right by them. I know a little bit about their challenges. My father was a sheriff for 25 years.

[ Buzzer sounding ]

>> I urge you to vote against this proposal.

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: So as I look here, I think that . . . Is Cameron staff here? Is Troy reeves here? Is Pedro here? I think Scott gunter we've already had. Is Dominique Alexander here? Okay. You'll be up next at this podium. Please proceed.

>> My name is Beverly and I'm here to represent district 10.

[9:41:32 PM]

And I really implore this group to vote against the meet and confer. The people of Austin value transparency, accountability, and appropriate oversight of our institutions. These values are not reflected in the current meet and confer agreement. Not included is enough oversight of the police and transparency. Officers are already paid more than any other department in the state. The 180-day rule has a detrimental impact on the community, particularly in the case of Brianne king, the African-American teacher who was physically and verbally abused and racially profiled. A few minor improvements, changes that leave the current system substantially in place, will cost Austin \$82.5 million. This is way too much for way too little. Police who are untrained and know nothing about deescalating situations, no knowledge or sensibility regarding people with mental disabilities, and racist attitudes towards people of color. There are groups, and I've met with one recently, that --

[ buzzer sounding ]

>> Say that they will go out to calls about people with mental issues. And I think they could do a much better job than APD.

>> Mayor Adler: Thank you.

[ Applause ]

>> Mayor Adler: Is Fatima Mann here? Ms. Mann? Okay. Sounds good, sounds good. Sounds good. Take your time. You're not up yet. You're on deck! Hang on. Is Caitlin Sweetland here? Caitlin here? Is Mimi styles here? No? So you'll have one minute when you come up. Please proceed.

>> Hello. My name is Dominique, president and founder of the next generation network, based in Dallas Texas.

[9:43:33 PM]

I'm here today to stand with my friend and members of the Austin justice coalition. What -- I came to a meeting about a month ago and I was able to sit in, in some of the meeting discussions and to see the Austin -- the city of Austin pay for transparency. It's despicable. I come from a city where we're probably like the lowest-paid officers, where there's a big pension problem that happened. But at the same time, we're still able to work with our chief of police and our chief of police endorsed a police/civilian review board, with subpoena power and investigative power. In order for us to get there, transparency is key, right? And we should not pay someone for transparency. One of the things I was able to do at the big data conference when I was --

[ buzzer sounding ]

>> Mayor Adler: Come on down and give the clerk your name.

>> When I was at the big data conference -- thank you. When I was at the conference held by Mimi and measured Austin, I was able to see a center called the -- y'all can help me with this. It's a museum, Harvard, what is it? Okay. Perfect. I'm from Dallas. I'm from oak cliff. There was empty promises. The facility people told me there were projects due for over 15 years, millions of dollars. Then I see \$80 million being wasted without even having the city of Austin be able to get something out of it, right? You guys are giving your power away. You are elected body, an elected body that the people elected you to be here to be a voice for them in these critical moments. I see the community. I see police officers keep on talking about the community is watching. I see the community here today telling you to stop. And I see a very diverse community that I don't see in Dallas, very, very diverse.

[9:45:37 PM]

I was sitting back there telling someone like, I have never saw this a day in my life where black, blue, green people come together to stand up. Vote against this bill. Thank you.

>> Mayor Adler: Thank you.

[ Cheering and applause ]

>> I'm sure --

>> Mayor Adler: Hang on. Real fast, is Vance here? Is Ganzo here? Is Glenda McKinney here? You'll be up at this podium, Ms. McKinney.

>> So, I'm pretty sure that I'll have more time than a minute, you know?

>> Mayor Adler: You do. You have two people that donated time, Caitlin and Mimi.

>> I had seven minutes. They told me I was at max. I don't know if somebody was going to give me their time.

>> Mayor.

>> Mayor Adler: If other people want to come down and donate some time.

>> How are y'all doing? We humans in here today. We're not just here as politicians and community members. Is everybody doing all right? Y'all doing okay? That was a real question. Are we not human, did we not wake up this morning, do we not have to eat, breathe, sleep, are we not humans? We may be disagreeing right now, but we humans, right? Okay.

>> Mayor Adler: How many people are donating time? The most you can donate is four.

>> Y'all doing okay, though? Hug somebody, smile with somebody, tell somebody you love them.

>> Mayor Adler: You have four minutes.

>> Cool. I'm Fatima, executive director of counterbalance atx. We oppose you saying yes to this contract for a lot of reasons. I'm going to start with what is a contract? A contract is a promise or a set of promises for the breach of which the law recognizes a reqdy. What we're talking about is contracts in which parties are supposed to come together and agree on a thing. A contract has a mutual assent. You don't have to be a lawyer to know this, but all parties are supposed to come together and agree -- the impacted parties, the ones that administer the law, and you all.

[9:47:48 PM]

You all, elected officials, the individuals who are the only reason you are here is because people believed in you, your vision, and the things that you said. If this was a contract between the people who voted for you and y'all, you are preaching the contract. You breached the contract in not giving people what they asked for. The impacted community, the people who are telling you that they've been damaged, injured by the police and the system that recognizes the police as an entity that does not get punished when they need to, is saying this process sucks. Not only are we saying it sucks, we provided data. If this was a court case, I'm pretty sure it was a clear preponderance of evidence has been provided for you, so you can just see it. Instead, we are here talking about a process, a contract process, where people are supposed to mutually assent. And a city claiming to be liberal. Because I love Google, you can do this. Liberalism is a person advocating social reform or new ideas. Progressive, a person favoring or implementing social reform of new ideas, and Progressive governor, a relatively Progressive city. That is

not Austin if we're continuously having the same conversation about the impacted communities saying we don't appreciate the process, the process sucks. It doesn't work for us. We're not saying there shouldn't be a process, we're saying if we're going to mutually assent, if we're going to agree, if you're going to be the people that we signed up to, you know, represent us, to speak for us, to vote in our favor because we voted in your favor, if you don't do that you're not Progressive and you're not liberal, and you're going towards the whole racism aspect of it. You can't talk about being liberal if most things you do impact black people, brown people, poor people, women, people who identify differently in a way that sucks for us. You can't be Progressive and liberal and do that.

[9:49:52 PM]

[ Applause ]

>> So what I ask, that you guys think about the humanity of it. You're not just a councilperson, you're a human. Someone loved you enough to put you in this position, to let you know you can be here right now. There's a whole bunch of people who are humans that don't get represented, that don't get thought of, that don't get treated as humans by other humans who have a position that says because they have a position, they don't have to treat humans like humans. And that's the problem. We want to have a system that treats us all like humans. And if this system, this whole contracting process, doesn't create us with a system that treats us like humans, then as humans, you should want that to change. And if you don't, then how human are you?

[ Cheering and applause ]

>> Mayor Adler: So before you start, is -- I don't know where I was on this. Is Jim Rigby here? Yeah? Okay. And is Mary fine here? She donated some time to you. And Julia, is she here? No? You have two minutes when she's done. Please proceed.

>> Howdy, happy Hanukkah, I live in district the nine, in Austin since 1979. I'm an editor and a manager. I found this contract and started looking at it. The problem I see is that transparency and citizen oversight is capped at a shockingly low level for five years, for five years. If you had asked me in 2012 about problems with police, abusive force, all I would've been able to think of is Rodney king. Think of how much we've learned about problems with policing since then.

[9:51:56 PM]

And I never would have guessed at that point that a union contract would be what determined citizen oversight and what determined transparency into dealing with problems with policing. I'd like for you to reject this contract simply because we can't spend five years with this level of transparency and citizen oversight. Thank you.

[ Buzzer sounding ]

[ Applause ]

>> Mayor Adler: All right. Before you start, is Daniel here? No? Okay. When he comes back, make sure he lets me know. Is latecia Acosta here? No? Is Laura gran Fortuna here? Yeah? Okay. You'll be at this next mic here. Is Nicole almert here? Yes? Then you'll have two minutes here. Please proceed. I think you had three minutes.

>> Okay. My name is Jim Rigby, minister here in Austin. We're a sanctuary church. We know very much what it is like to have people who are vulnerable in the community. I know that people are absolutely sincere when they say that this contract is open and transparent, and has accountability. But when you're a person of power in a community, those words mean something were different than when you're vulnerable in a community. And I'd like to do kind of a thought experiment where imagine that you were in a community where you were a minority population, a vulnerable population, and when you turned to YouTube you saw somebody like you that got shot a lot and it didn't seem like people ever got in trouble for that.

[9:53:57 PM]

Now, imagine you moved to a city and they said that they were transparent and accountable, and by that, that meant if somebody shot somebody from your family, they would have 48 hours to get their alibi straight.

[ Applause ]

>> Who else in the community gets to do that? Who else in the community gets to go through the evidence that's going to be used against them to see what their storyline needs to be?

[ Applause ]

>> Who else, when you say that there's accountability, would only have an advisory role in terms of, if they wanted to call you to account instead of actually being able to arrest you or even investigate you, could only give advice to the agency that the person worked in that shot your family? The reason I'm taking this track is that our country is torn apart right now. And we don't trust one another. And the only answer to that is genuine accountability. And what that means is being able to see the inner workings. And when you're a powerful part of the community, that feels very different than when you're under somebody else's heel. So I think Austin -- I love the idea of the police being able to do well financially. I love the idea of them being safe. But I think Austin is a model community. And when we talk about transparency, when we talk about accountability, we should set a model for the entire nation, not only that the powerful are comfortable, but the people who live in terror when they send their children out simply to go through the streets should know that the community is what watches over law enforcement and calls them to account.

[9:56:05 PM]

[ Buzzer sounding ]

>> So, thank you very much for listening, and I hope that you'll vote against this.

>> Mayor Adler: Thank you.

[ Cheering and applause ]

>> Mayor Adler: Is Jana Simms here? Is Jana Simms here? No?

>> Yes.

>> Mayor Adler: Oh, I'm sorry. And you had some time donated to you from Deborah rod. Is Deborah here? No? You'll have one minute when your time comes. Go ahead and introduce yourself. You have one minute.

>> Okay. It's just really frightening to me that --

>> Mayor Adler: You need to state your name for the record. Go ahead and state your name for the clerk.

>> Oh. I'm Laura gran Fortuna, in district 2. So, yeah. It's just kind of horrifying that there's no provision in this contract for independent investigation, especially in use of force incidents. I wouldn't trust any institution at all to be able to regulate itself and discipline itself. I think that's a completely unrealistic expectation for any organization. And I've heard the chief and a lot of officers tonight saying that they want to do the right thing, and that they believe that they are doing the right thing when they put on their uniforms. And so why not, if you have that confidence in the fact that what you're doing is right, then why not institute those reforms, why not codify them, why not turn them into law and ensure that the system is fool-proof, that everybody is adhering to those high standards?

[ Buzzer sounding ]

>> That you believe in.

>> Mayor Adler: Thank you very much.

[ Applause ]

>> Mayoris Peter here? Come on down. Go ahead.

>> Hi, my name is Jane, I'm a resident in district 1.

[9:58:08 PM]

And I've lived in Austin for almost 20 years now, I'm a grad student. UT school of social work. A few points that I want to make before I tell my personal story is that the cops had an opportunity to have more accountability, to provide more to us, they chose not to bring that into the contract, so I think that

they have created the situation for us to reject this contract. The community says it's not enough, the police saying it is, is not sufficient. Also the cops talk about their safety whenever they encounter people with guns and the thing is every time the community encounters them, they're the person with the gun. They get a stipend for okay patrol. Where is your stipend the community stipend for having to survive encounters with them. My personal story is recently a weekend before Thanksgiving, my roommate was in a mental health crisis. We got integral care to come out, who called 911 to have him escorted to, taken to the er. The police showed up -- N [ buzzer sounding]

>> Someone want to donate time? Come on down to the clerk, please. You have another minute.

>> The police showed up and while it wasn't something that I was expecting, given the history that I know of Austin police, I went into fight or flight mode. I was ready and in that moment if I saw the cop draw his gun, if I saw that cop go after this person in mental crisis, I was running down that hallway to them, I was going to intervene. This probably resulted in more harm being done, but in that moment, in that instinctual moment, my instance stint was to protect someone from the police. I watched the police the whole 15 minutes they were there while they watched this person with a mental health crisis. Fortunately I will say nothing happened, everything went down smoothly. The mental health officer did actually make a statement of we're not negotiating about this. There was not an air of with the police officers of -- of really protecting and taking care of the swaying. With that statement, they demonstrated that.

[10:00:13 PM]

It's because of the lack of accountability and the fact that without that accountability they continue to harm the community that created the fear within me. Of what might happen. In that situation.

>> Mayor Adler: Thank you. Thank you.

[ Applause ] Is [indiscernible] Connally here? No? What about James Casey? Okay, you will be up next, you have some donated time from -- from Shelby

[indiscernible]. Is she here? What about Mario? No. Mr. Casey, you will have one minute. Hello, my name is Peter

[indiscernible], I live in district 9. We have data to help us -- to help us decide what we're going to do next. I think we can all agree that helps with city planning in all aspects. We've been shown today or tonight a number of case studies and references to best practices nationally around transparency and accountability that were not included in this contract. And that can be. Proponents of the contracts have indicated numerous benefits such as better hiring practices, which I completely agree with. I think it's a fantastic idea to move away from tests. I also hated the sat. But if you vote no now, which you should, you can go back and change the contract. There's an apocalyptic vision that if you vote no now it's the end of times, it's simply not true. You have time. You have our support, clearly. I'm -- god, what time is it right now? Thank you.

[10:02:14 PM]

[ Buzzer sounding]

>> Mayor Adler: Type is up, thank you. Hang on one second before you start. Council, it's after 10:00. Is there a motion to extend our meeting beyond 10:00? Because our regular rules have us stopping at 10:00. Is there a motion to extend? Councilmember kitchen makes the motion, Ms. Houston seconds, any objection to extending past 10? Hearing now, everybody on the dais a quorum votes yes. We are extending. Before you talk --

[ applause ] -- Is Daniel

[indiscernible] Here. You will be up next at the next podium.

>> Sir. Good even, I am Jim Casey, councilmember kitchen represents me. Tonight, I'm not here speaking for myself. I was asked to speak for Hilda Gutierrez, a member of communities for color united who could not be in the space tonight. She is represented by councilmember Renteria. My name is Hilda Guterrez and I'm originally from the valley from a small town called also, Texas. I now live and work in east Austin, I am here with communities of color united. I am deeply concerned with the city's funding of A.P.D. I ask that you say no to the contract and end meet and confer altogether. I ask that you cut the A.P.D. Budget and reroute funds to social service programs that support young people of color and provide them a way out of the cycle of violence, poverty and incarceration. It does not take a social scientist to understand that racial profiling pushes communities of color into the criminal, legal system that is almost impossible to escape. I have seen this firsthand. Many of my friends in middle school simply disappeared, falling prey to the school to prison pipeline that started with in-school suspension, alternative school, juvenile detention facilities, prison, parole, back to prison, deportation or even death.

[10:04:16 PM]

One of my close friends from middle school was murdered in broad daylight just last year. As I moved through college and into graduate school, I carried with me a strong sense of guilt. I felt extreme sadness to think about how different my life had turned out from theirs. I was perplexed to realize that their destiny was determined at age 13 by a handful of adults who through their actions both large and small put them on a path towards being a part of a system they could never escape. My high school boyfriend is currently serving a 50 year sentence for murder. He did not commit. My brother who came to this country as a teenager was deported to Mexico because of the three strikes rule and more recently.

[ Buzzer sounding] My sister was incarcerated leaving her four children to be raised by my mother. So I would beg the council's understanding to finish, I have about two more paragraphs.

>> Mayor Adler: I tell you what, your time -- if someone wants to donate time to you. You have another minute, go ahead.

>> When I think about those folks, my sister in particular who was experiencing abuse in middle school and high school, I think about the role of services that could have been out there to change the outcomes in her life. I think about all of the adults, school teachers, parents, case workers, paramedics, after school programs, who could have lent her a helping hand and showed her a different path. I do see the connection between the abuse she experienced at such a young age and her eventual incarceration. I do believe if there were real services in the community she could have accessed her life would be completely different. This is the kind of Austin I want to see. The kind of community I want to live in. This is the reason that I moved here. I believe we are a city that is driven by social responsibility and social justice. The fact that we are spending the majority of our dollars to fund policing solidifies the pipeline of how young people of color will spend the rest of their lives. This goes completely against the character of this town and your own world campus. I want you to say no to the contract and the meet and confer altogether and instead fund social programs that help to provide young people a way out.

[10:06:21 PM]

[ Buzzer sounding]

>> Did not depend solely on the criminal legal system. Thank you.

>> Mayor Adler: Thank you very much.

[ Applause ]

>> Mayor Adler: David Portnoy coming up here. You had donated time from Marcus end ton. Is Marcos here? Is Martha [indiscernible] Here. No? One minute. Go ahead, please.

>> Mayor, my name is Daniel Portnoy, I'm a detective with the Austin police department and have lived in the city for about 15 years. I love this city. I may not be a native austinite, but as a member of A.P.D. And a citizens of Austin, I cherish the strong bond with the community that I have been able to establish. My wife and two children live in a wonderful little house in north Austin. We work full time, I work a significant amount of overtime to pay the bills. Regardless, not only am I surviving, me and my family, but we are also thriving. Living in the city motivates to work harder as a detective and excellent pay and benefits that I receive let me do just that. Voting down the contract will hurt all of us, there will also be many senior detectives and sergeants leaving immediately and it will create a serious brain drain. The city of Austin will also have less police officers on the street, truly less transparency and accountability regarding A.P.D. With the elimination of the contract. We will be civil service for

[indiscernible] Quite a bit. I don't think we will be coming back immediately to the bargaining table. Thank you for hearing me out. Take care.

>> Mayor Adler: I have already called Laura

[indiscernible]. That gets us to Janice

[indiscernible]. And there was some time -- come on up. After she's done, you had some donated time from Colin

[10:08:23 PM]

[Indiscernible], is Colin here? No? Is -- what about Ryan Bookout, is he here? Hi, good. You will have two minutes, but first she speaks.

>> Mayor, mayor, Ms. Ramos will have an additional minute.

>> Okay.

[Laughter].

>> Thank you. Good evening, ladies and gentlemen of the dais. My name is Jenn Ramos, I'm a constituent of Kathie Tovo in district nine and vice president of the Austin Young Democrats. I come before the dais and usual a no vote on the police contract. About a year ago, I was told at a bus stop in my neighborhood to pack my bags because I was to be sent back where I belong. The city as Progressive as Austin where one would hope that diverse opinions would be respected I immediately became inferior. To know that we are more likely to be a statistic as a target because of the color of our skin is a harsh reality. We should ... It is my understanding that the A.P.A. is threatening to bring the discussion back to the table. This is unacceptable. I am proud to say that our executive board of the Austin Young Democrats unanimously voted to endorse a no vote on this contract. We stand in full solidarity with the community who will be affected by this contract and more so we stand in solidarity with respect to those who have lost. A no vote doesn't mean that the discussion is over. The no vote means that when to the community, that things will happen and repercussions will be suffered. When we leave these chambers we will be lucky to go home to our young ones.

[Indiscernible] Some of the names of people who are not lucky. Last but certainly not least, I leave you with the following statement. A new way forward was the tag line for Mayor Adler's campaign. I would hope a discussion on a no vote for the police contract will be something that we can consider for a new way forward.

[10:10:26 PM]

I thank you and urge you to vote against the police contract.

[ Applause ]

>> Mayor Adler: Is Jerry Gonzalez here? No? Is -- is -- [saying names] Here? There were some donated time from Benjamin and what about Jennifer Campbell? She will have three minutes. He will have three minutes. I'm sorry.

>> Thank you.

>> You have two minutes.

>> Thank you.

>> Janice Bookout district 1. Thank you to city council for your service and thank to the police officers for your service. I saw many of you at the measure Austin's big data and community policing event and when I left that event, it was clear to me that an equitable law enforcement system requires performance measures that match the kind of changes we want to see. The proposed police contract is lacking the performance measures that would fully support our officers in continuing to improve the equitability of you on law enforcement system. You get what you measure. If we want a more equitable system we need to define and pay attention to the real and measurable impacts on our community. Institutional racism exists. Direct and overt discrimination exists. But also institutional discrimination also happens unintentionally and unconsciously. In fact, most of it does. So if we're committed to equity, we must intentionally disrupt our thinking and our action and re-evaluate our existing behaviors, policies and infrastructure. It's counter intuitive for a person in power and privilege to see the way in which they contribute to the inequity. If I myself are not the one impacted by my participation in discriminatory systems then I may not even see it.

[10:12:33 PM]

Data disrupts that subjectivity. So a contract based on research based performance measures would allow us to see what we cannot see, while the current contract reinforces the status quo. That's why I -- that's why I'm in support of Austin justice coalition's recommendations. I would also like to see the budget directed toward technology systems like 13 that empower top performance and puts officers more trained officers on the streets rather than having them held up in paperwork.

[ Buzzer sounding] That is not dynamic. We need a better contract. This is not that contract.

[ Applause ]

>> Mayor Adler: Thank you. Before you start, is Darren huff here? You will be at this podium if you want to come on over. Sir.

>> All right, cool. Good evening, Mr. Mayor, ladies and gentlemen of the council. My name is [indiscernible] Keith. I'm the policy district tore for bsn, I am here tonight to ask you to reject the contracts before you. I will this evening ignore the pertinent facts of which there are many. I will do away with the semantics and partisanship and I will instead implore you to walk with me in my shoes for just a moment. I was born to a big family. My parents always wanted it that way. Built-in best friends, that's what we called it. I was the second eldest. My siblings have always been my responsibility, protecting them, defending them, trying to make their path to adulthood a little bit easier, it would be prelump active of me to say that I have never failed, presumptive. Loved me regardless of my failures, they defined me in ways words could never describe. Of late I have had a stark realization, that my brothers and sisters are growing up, closer to adults than children.

[10:14:36 PM]

Still navigating that middle way. They are leaving the home and carving their own path forward and I am both proud and terrified -- proud and terrified because now the world views them as a threat and I cannot protect them from that. My sister who inspires me with her constant will to fight slugs off the harassment that she faces with a laugh. I can only watch quietly, always preparing myself for a phone call that seems destined to come. My youngest brother who lives and thrives with down syndrome, smile on his face, joy in his hands, I imagine constantly him face down in the dirt, men he doesn't know screaming at him to stay still and stop. My sister, the photographer, who captures her world and reminds us the most vibrant beauty can be found in the darkest of places. Would you see her beaten in a cell? My sister, the chef, who cooks meals so full of love they recharge you, you would be okay with her slain by the road? My brother, the genius, who would revolutionize our world, you would see him shot more times than you could count? Siena, the artist, creates portraits of joy and sorrow, reminds us to embrace these feelings, would you see her tortured. Saudia, the gift, too young -- sorry. Saudia, the gift, too young to know her path, but brilliant enough to know it would be great. Would you allow her to be abused by calloused hands? My siblings have so much to offer the world, they deserve the chance to live their best lives. Tonight I ask you to turn deaf ears to the noise, not to vote with the money or along partisan lines, to vote your conscious. Vote no. Send a message that we will not accept anything else for our communities and our families and the absolute best.

[10:16:38 PM]

Thank you.

>> Thank you.

[ Applause ]

>> Mayor Adler:

[Indiscernible].

[Calling names]. Deandra noble. Jonathan [indiscernible]. So you will have two minutes. Come on down to this podium.

>> Thank you councilmembers, mayor, for invited in he to speak to you today. I'm Darren huff, a were the of district 7 -- -- I am here to ask you to allow this contract to expire until -- [indiscernible] Campaign zero. On balance, doing so will make us safer because some of the existing contracts terms that are favorable to concealing and minimizing misconduct will lapse as we transition back to state law. As you already know, other cities that have adopted similar reforms like those proposed by the Austin justice coalition and campaign zero have been made even more safe and just. Although the path from here to an acceptable police contract is a little uncertainty, uncertainty shouldn't be cob fused with risk -- confused with risk. In this case the risk of public harm. Let's do the right thing here. Yes, it's a little uncertain, requires more work, but we will all be better off for it. Thank you.

>> Mayor Adler: Thank you. Before you start, is -- is Tyree Moore here? What about Rafael Shapiro. This podium, come on down.

>> Hi, council, my name is keandra, here with bsn, euc live in district nine. Kathie tovo is my representative. The community feels unheard, if the community feels unheard, unsupported, unprotected, then the contract that should exist between them is already broken.

[10:18:41 PM]

If you look around you, it's clear that the community does not feel heard or we wouldn't be here tonight at 10:00 P.M. When we would probably all rather be at our homes safe and warm. At this points, I feel like a vote -- a very vote from our representatives would just be ignoring us completely. All that we want us for A.P.D. As well as city council to listen to us when we say this contract directly impacts us all, does not include our voices. We would like to feel -- we would like to live in an environment where we felt supported and not criminalized by A.P.D. We don't need more cops and our cops don't need more money. Already 20% of a.p.d.'s budget goes to the salaries of police officers, which is half of the Austin public safety budget. That is over \$200 million which we could easily take and --

[ buzzer sounding] Take that money and go towards a litany of public services that would actually go towards measures that would prevent the crimes from happening in the first place. I have a list here of some of the things that -- that like temporary housing for homeless, childcare for adults enrolling in advancement programs, I know that Austin is a beautiful city. It's growing a lot. I'm sure that you all have visions of the potential that the city could reach. Frankly that's not going to happen if we can't commit to our communities and show them that we believe in them and we are going to invest in them, things like schools and after school programs and mental health facilities and affordable housing. Everything that I have on this list to fund each of these measures would only be \$28 million, which is easily a drop in the bucket for a city like Austin and we could really be a revolutionary city that we claim to want to be if we could really just fund these measures as opposed to giving more money to the police who clearly don't need it. Thank you.

>> Thank you.

[ Applause ]

>> Mayor Adler:

[Indiscernible] Ray here. Sheila ray? What about Steven

[indiscernible].

>> Here.

>> Come on down. Sir.

>> Hi, my name is Rafael Shapiro, I live in district 9.

[10:20:45 PM]

First to react a few things from those that we heard in favor of the new contract, the police need this contract to live, to be able to afford to live in Austin. So, okay. We can keep the benefits and go back to the table and just get the transparency that so many citizens have asked for. A lot of sometimes the response from the other side has been, well, then we won't be able to attract the best and brightest or the most diverse, all of the gay cops will leave.

[Laughter]. And we definitely don't want that. But maybe instead just ask that we don't have shady practices. And maybe if that's not something that you feel that you can take while working on the police force, maybe you shouldn't work for us. And that's right. You work for us. And maybe instead we will attack folks who instead

[indiscernible] Police in the community that has been given a voice and is a beacon for the rest of the country. Thank you.

>> Mayor Adler: Thank you very much.

[ Applause ] Is vin sent Harding here? You had some donated time from tiler markam and from -- from -- canuga. You will have two minutes. Is -- is [indiscernible] Here, did I miss him?

>> He's not here.

>> Mayor Adler: You have two minutes.

>> Thank you, mayor, thank you councilmembers. I'm in district 10, councilmember alter's district. And I think if anything 2016, 2017 has shown us that systemic racism, systemic violence is alive and well in America. And this is a test for us. To take a look at this contract and listen to the community, add more accountability, more transparency, more civilian oversight.

[10:22:47 PM]

I'm asking the city council to vote no for the contract as it is. Thank you.

>> Mayor Adler: Thank you.

[ Applause ] Before Mr. Harding starts, the next speaker up after him will be Chris osoa, if you could come up please, two minutes.

>> I may need an extra minute from one of you all.

>> Mayor Adler: Anybody want to volunteer an additional minute? Please come on down to the clerk. You have try minutes.

>> Mayor Adler, mayor pro tem tovo, councilmembers, my name is Vincent Harding, I live in district 1. I'm the chair of the Travis county democratic party. I come here this afternoon to urge the council to

vote no on this contract. Nearly five years ago, I wrote the party's resolution calling on the police to address disproportionnalties that exist. More than two years ago I asked the council to provide resources for Austin to get body cameras. I want to thank the council and the police for their work on these measures. Community groups, such as the naacp, Austin justice coalition, measure Austin, counter balance, so many others have worked so hard. But still here in 2017, in Austin, Texas, minorities are still disproportionately subject to have their cars searched, stopped and police force used against them. My position is one that is both community empowerment and both good policing. I believe this community should have policing standards in accordance with Obama's department of justice. The party passed a resolution calling on this body to vote no. 63 precinct chairs voted in favor of that resolution. Zero voted against. You would think traditionally the votes would come all east of I-35. That was not the case. In fact, more than 20 votes came from precincts in the 300 and more than 21 votes came from precincts in the 200.

[10:24:51 PM]

So I-35, which has been a dividing line for so long, on race, and on economics, did not divide the party when it came on this issue. So I am asking this council not to divide the community on this issue. I'm asking you to stand up with the community --

[ applause ] -- For so long I have asked the community to vote for Progressives. I'm asking for the Progressives to vote for the community tonight.

[ Cheering ]

As scripture says: To whom much is given, much shall be required. I have not heard one officer come here and say, "Give me the highest standards." But they have all asked for the highest salaries.

[ Applause ] It's disappointing. I don't want to see another officer killed. I don't want to see another community member killed. I want to see the best standards and the best salaries for this community because that is what will keep people safe, that will bring us together and I believe we have a unique opportunity to stand up and meet the challenge of now. Dr. King talked about the fierce urgency of now. There is such a thing as being too late. Some people cannot wait another five years. They need action now. We have worked to provide the political cover that you need to vote no on this mesh. So I urge you to vote no.

[ Applause ]

>> Mayor Adler: Thank you. Bob Hendricks here? What about Andrew Dobbs? Why don't you come on down, you have time donated from Joseph George. And what about Nicole Stacy?

>> She's gone.

>> Okay. You will have two minutes when your time comes.

>> Hello, Chris zoa district 2, mayor Adler, city council, I appreciate your time.

[10:26:56 PM]

I appreciate everybody here for donating your time to democracy and being part of this process. I think that, you know, I'm not affiliated with any group, I'm just a concerned citizen that came out and decided to spend his evening here and what I see is a lot more than just the -- the budget and the -- all of the things that go into it and where the money gets

[indiscernible].

I see a community going: We need more from our police and we need more input and more -- more accountability and involvement in the process and I see folks also trying to raise their families and do the best they can and -- and within their livelihood and they, you know, it seems like they want more for the same. And we just don't want the same anymore. We want to see more involvement and more conclusion for the amount of resources that we are using. Inclusion. And that's, you know, as plain as I can get with my tired logic right now at this time. I'm a little tired and thank you for allowing me to speak.

>> Mayor Adler: Thank you.

[ Applause ] What about Shane Johnson, you had some time donated on Samuel [indiscernible]. Is he here? No. You will have one minute when you -- when you --

>> Yeah.

>> But you have two minutes.

>> Two minutes, right, thanks.

>> Andrew Dobbs, not working with any group or anybody. This is me as an individual for once. Glad to see you all. The -- you know, normally, I am, of course, against the proposal as it stands. Normally, I would never -- one thing that I do do on my own time, some of you all may know, some of you may not, I'm real active for fight for 15 and other labor groups here in town, that means a lot to me.

[10:29:01 PM]

[ Applause ] That means a lot to me because I grew up in a labor family. You know, my grandfather was a postal worker,

[indiscernible] Was united food and commercial workers, I have seen what that can do. It's kind of weird to tell somebody to vote against a union contract. But in this instance, when the union contract, when the job conditions include the ability to kill other people with impunity and to do the kinds of harms that you saw on the video earlier with total impunity, that is not an acceptable thing. That is a working person that was hurt there. Larry Jackson was a worker, union workers and working people are being targeted and harmed. If we are going to take them seriously the actual pro labor position is no on this contract as it stands. A police officer and a 25 year officer with the Richardson police association, so I

know a little bit about the police union game and I think he and I would have very, very different positions on this. I think if this was just about dollars and cents and paying benefits this crowd would look a little different. It's important because \$80 million is a lot of money. I was talking about people who worked for community first, former homeless community in east Austin. They're looking to raise \$60 million to house 1200 people, so you could fund all of that plus another \$20 million. You could literally house two-thirds of the homeless population in this city for the amount of money that you're looking at, two-thirds. How would that not make us safer?

[Applause]. I had other things to say, but I think there's a lot going on here. I will say that you've got to listen to this community, got to listen to the people. Please vote no on this.

[Applause].

[10:31:12 PM]

>> Thank you for holding this separate from a regular council meeting. I'm with Exe and a new board member for indivisible Austin and I'm a native austinite and resident of district 7. So I want to take it back a little to some fundamentals. We all say we're here on the same reason to keep Austin safe, but what does safety mean. When officers say safe the definition of safe in this contract and what safe means in that context is they are safe from being reprimand fire department they do anything wrong. But like was said earlier when we community members say we want to be safe, we want to keep Austin safe, we mean that black and brown people are free from harm and that includes whenever we encounter the police. This contract does not keep our black, brown, transgender and other -- transgender, undocumented folks in Austin safe because to keep Austin safe we need to build trust between the APD and the community with transparency and accountability. And this contract literally bans verbatim any independent investigations or in other words in reality it literally prohibits accountability and transparency. And I want to go back to something chief Manley said earlier it's not a system problem, it's where administrators need to do their job better. That is the worst bs I have ever heard in my life. He could not have been so long. This is not about individual officers or administrators doing their job better, although I sincerely think he thinks that is true. This is a system so broken beyond repair that it must be changed and that change means illustrating this -- eliminating this contract and continuing negotiations. And lastly to add insult to the litany of injuries to the death of the system, Apa and APD want to charge the city of Austin \$80 million to keep this system going, to maintain this broken system.

[10:33:14 PM]

So when all along there are many other solutions we could have. Did y'all get the papers I handed to the clerk? Great. So these are other solutions that could be funded with the \$80 million that APD might get and some of them as the gentleman before we said, there is \$1.2 million to fund long-term housing for homeless people. There's \$85,000 to fund engineering, domestic and sexual violence services. These are

things that were not funded because they didn't have enough money. There are 750,000 to fund African-American mental health services. I was in mental health crisis the summer before my senior year in college, my last semester, and I almost called 911 on myself. And looking back I didn't know that 50/50 that I probably would have been killed or been okay. So.

[Buzzer sounds] So I want to really make sure that y'all understand that this is life or death situation --

>> Mayor Adler: Thank you.

>> And that there are many other alternatives and solutions that we could fund with this money. Thank you.

[Applause].

>> Mayor Adler: After Bob Hendricks talks, the next speaker would be Susan Litman. Is Susan here? Okay. You will be up next. Sir?

>> I'm on the steering committee of 350 Austin and a volunteer organizer for the Sierra club and atxej and Leslie pool, I'm lucky to have her represent me. I am proud of Austin. It is a relatively Progressive bastion in a conservative land. I have talked with people and they have been very impressed and a lot of it is things that you have done. I have shocked to hear that we are near the bottom at police accountability and transparency.

[10:35:18 PM]

We have a national crisis. We have institutional racism that pervades everything and we've got to do something about it, so I add my voice to encourage you to adopt the oversight with teeth, the recommendations of the Austin justice coalition.

>> Mayor Adler: Thank you very much. Is Patrick Collins here? No? What about Cynthia Caruso? Why don't you come on down here.

>> Hi. I'm Susan Litman. I've been here often to speak for climate justice issues, but I'm supporting the cjc issues tonight. I wish I could repeat everything that Janis book mba said about casting out subjectivity because these things matter. But I want to talk about my brother. He has always had his developmental disabilities, but my parents never had to give him the talk. He has had his episodes where he was out in public decomposing emotionally and even naked and delirious. And he had run-ins with police during those incidents, and I wonder if he would be alive today if he weren't white. And I wonder if we could direct some of our police money towards root causes. If we had mental health trained people to go out to these calls, maybe I wouldn't be wearing this t-shirt today with a picture of David Joseph on it.

[Buzzer sounds]

>> Mayor Adler: Thank you.

>> Is Derrick crow here? Okay. No? What about Roy Whaley?

>> I'm here.

>> Mayor Adler: You will be up next.

>> My name is Cynthia Caruso, I am a member of district 9.

[10:37:23 PM]

I am an episcopal priest and I don't have anything to add to what is being said but I will ask you to vote no on this contract. It will not be the end of the world. It will be a chance to do really hard work and to make something better, something that would be so good that none of us, none of us in Austin would be afraid for our children. Thank you.

[Applause].

>> Mayor Adler: Thank you. So is Debbie Russell here? Okay. You will be over here. You had some donated time from Cho Yo. You will have two minutes.

>> Howdy, y'all. My name is Roy Whaley, the conservation chair for the Austin regional group of the Sierra club and I am here to speak he officially for the Sierra club tonight, which passed a statement from the executive steering committee. Also I might need someone to give me a minute here in a second, so please consider it. Okay. Where the Sierra club is working to protect big bend or Barton creek, expand parklands within east Austin or advocate for better from the, accessibility and affordability in codenext, we're always fighting for the same values, a healthy environment and liveable communities. Our opposition to Austin's meet and confer with the police contract renewal fits directly into those environmental values. And we stand with partners, including Austin justice coalition to dream of a future in Austin city budget can be directed to vibrant neighborhoods, green spaces, clean air and water for all austinities --

[buzzer sounds]

-- Rather than spending tens of millions of dollars on outdated approaches towards policing with limited public oversight.

>> Mayor Adler: Thank you.

>> Speaking as an individual --

>> Mayor Adler: Mr. Whaley --

[10:39:24 PM]

>> If you say this is going to send us back to the dark ages, no, it will send us back to the negotiations table.

>> Mayor Adler: Roy.

>> And we're going to get the deal that Austin deserves. Do it.

[Applause].

>> Mayor Adler: After Ms. Russell speaks, did I call Colin Clarke? You will be up here.

>> How can a department that cannot police itself adequately be expected to police other individuals, art Acevedo, 2009. After all these years of oversight we have not decreased racial profiling, excessive use of force nor have we decreased our crime rate clearance. We know we have failed on accountability so we know we do not reward the lack thereof. This holding you hostage thing with not coming back to the negotiation table and that you will be losing good officers is kind of sickening actually. And it's usually a good rule of thumb not to negotiate with terrorists.

[Applause]. And as Cassidy told us that half of APD officers had no problem with the treatment of Brianna King including telling her that black people have violent tendency, then maybe we can lose some of those good cops that are threatening you now. And where are they going to go, San Antonio where they make 20 K less on average. And where the police is less than five percent of their budget where here it's 11%. Do we have twice the crime? No, I don't think so. They have never had it so good. The police budget, 97 to 2006 increased 84%, then under Ott increased another 60%. From 2000 to 2010, sworn personnel increased 37.4%. When violent crime was stagnant with population adjustment.

[10:41:25 PM]

And that population increase, even though they increase it 37%, the population only went up 19%. They are flush. It's time to take care of the rest of us. Get rid of this contract, we never wanted, institute independent oversight and you, city council, with the community's help, dictate disciplinary processes and negotiate salaries within the city budget alongside all the other important services --

[buzzer sounds] , Many of which will publicly affect the public safety at pennies on the dollar. No accountability, no money.

[Applause].

>> Mayor Adler: Is Richard Bowlin here? No? Glen Scott? Dave Pinken.

>> [Inaudible - no mic].

>> Mayor Adler: You will come on down there. Mr. Clarke.

>> Good evening, mayor and council. Thank you for your time and service. I live in district 9 and I'm here ask you to reject the contract before you. If this contract isn't good enough for the communities of color who suffer from and live in fear of police brutality, it should not be good enough for you. Spending more and more money on police to achieve public safety is like spending all of your health care money on emergency rooms and none on preventive care or primary care.

[Applause]. So reject the contract and use the savings to fund services that most effectively prevent crime. Counselors in schools, social workers, jobs programs, parenting and early childhood programs. Mental health care, prisoner re-entry, showing the homeless. It's time to rethink what public safety means and to fund the most effective and equitable ways to achieve that. Look back on your concept menu from the budget. All those things that we didn't fund. Pools, jobs programs, youth sports, healthy foods in schools. All of that could be funded with the rejection of this contract. And without any reduction in safety.

[Buzzer sounds] Please be bold, be historic and reject this contract.

[10:43:26 PM]

Thank you T [applause].

>> Mayor Adler: Is Glen Scott here? David Pinkham? Why don't you come on down. Sir.

>> Yes, I'm Richard Bowlin and several police officers said that the Austin police could police themselves. If policing yourself works, why do we need a police department? Can't we just police ourselves?

[Applause]. There's been a number of concerns about the state code chapter 143, I think it is. If you don't want to be tied to the conditions of that chapter, eliminate civil service, write your own policies that may look an awful lot like the good parts of civil service, eliminate the bad parts. We don't have to have civil service. There are good things about it, but it's not all good. And lastly, I would ask each of you to ask yourselves how would Donald Trump want you to vote on this?

[Laughter]. And either do the exact opposite of how Donald Trump would want you to vote on this or explain that to your constituents in the next election. Thank you.

[Applause].

>> Mayor Adler: Is Scott Henson here?

>> [Inaudible].

>> Mayor Adler: Is Sandra Molinari here? You will be next.

>> Good evening, councilmembers and mayor. My name is David Pinkham. I'm a resident of district 1 and I'm also the co-chair of the Austin democratic socialists of America. We are a membership-based organization with 800 dues paying members here in Austin. We're committed to fighting social and economic injustice in all of its forms. I've heard a lot of rhetoric here tonight about trust, trust so and so to do such and such, the police to police themselves.

[10:45:31 PM]

But what is trust? Trust is a relationship between two parties that's built on mutual respect and accountability. We have very little accountability and therefore have very little trust. Austin dsa voted -- our membership voted to endorse Austin justice coalition's platform for police accountability, which was largely rejected in this contract. We were therefore strongly opposed to it. You have the rare chance --

[buzzer sounds]

-- Tonight to do something good. Vote no. We'll be here. We look forward to your vote tonight. Thank you.

[Applause].

>> Mayor Adler: Is Brian register here? Brian register? You will be down here. Go ahead.

>> Good evening, councilmembers, mayor. My name is Sondra Molinari and I live in trustee. I'm a citizen who has been living here in Austin for 18 years, originally from San Francisco. And I was delighted to move to such a liberal, Progressive city. I was a little bit naive so it seems as a middle class white woman. You see, I worked for many years with survivors of domestic and sexual violence here in Austin. And I was shocked very early on to see how many of those victims refused to report their crimes because they were more afraid of the police than willing to seek justice. And so even though most police officers do a great job and help lots of victims. I can't say the contrary. There is something deeply, deeply wrong with such a system where a victim of crime won't seek justice because they do not equate the police with safety. We need greater transparency and citizen oversight with teeth as we've heard, and so I urge you to rethink public safety in Austin and please vote no on this contract.

[10:47:34 PM]

Thank you.

[Applause].

>> Mayor Adler: Austin Hyde. No? I'm sorry. Is cabaso -- Amanda cabasoweems. Is she here?

>> I'm Brian with a Y, register what you do to vote. I mostly like the police except for when I'm seeing the videos that are shown here. I want you and I want the police to keep us all safe, but I'm obviously an American so I instinct sievely understand that the policing power is the most dangerous force in a society. The declaration of Independence, as one of the justifications for the revolution was a lack of police transparency and oversight. That is what Mr. Jefferson meant when he said the British government protected its police with a mock trial for punishment on any murders they might commit on the inhabitants of these states. You've seen convincing proof that this system has a mock trial that protects our police from the consequences of their actions and subjects us to unreasonable danger. I call on you to reject this contract.

>> Mayor Adler: Thank you. Ken Cassidy has already spoken. What about Adrian Kimmel? What about Heather Busbee. Already spoke? Okay. Let me see... Janis Lewis?

[10:49:36 PM]

Is Janis Lewis here? What about Cathy Mitchell?

>> Here.

>> Mayor Adler: And you have some donated time from Daniel segura Kelly. Is Daniel here? Then you will have one minute. Go ahead.

>> I'm Austin Hyde, I live in district 7. Earlier this year not too far from here just up the road across eighth street from the old Faulk library I witnessed an APD officer in the middle of the afternoon shouting at the top of his lungs at and opinioning against the roof of his patrol car a howling plaque man who and to be severely debilltated by either a mental health crisis or a drug crisis. I stayed until this man was escorted safely into an ems truck by a paramedic, but that was not what public safety looks like. And it's disgusting that this is the caliber of service we get for the level of compensation our police receive. Patrol officers should not be called to respond to mental health crisis or drug addiction tries R. Crisis especially when they end up escalating the situation and cause further harm to citizens in need of help.

[Buzzer sounds] Please vote no.

>> Mayor Adler: Thank you. Is Theresa dozier here? No? Yes? I see you. Okay. Cathy Mitchell?

>> I believe I have donated time.

>> Mayor Adler: You have two people donating time. You have a total of three minutes.

>> So you've heard a lot from me before so I am going to try and honor your patience.

[10:51:44 PM]

I think where we are and what you've heard tonight is that we're at a pivot point. Community is calling for not the same thing, tweaked a little bit. The community is calling for a different thing. And there are a number of paths to that different thing. You have not heard that there's only one answer or there's only, you know, this or nothing. I think what you've heard is that this pivot point is about both how we spend our money and how that reflects our values, and it's about what we build when we build a civilian oversight system. The process that we just went through did not result in an acceptable civilian oversight system. The process of paying some number of million more dollars to get half of a fix to the 180 day rule is not how you build civilian oversight. That doesn't mean we can't get there. If we are allowed to have a rational discussion about what civilian oversight should actually look like and how we should bring Austin up to the level of other cities across the country, we have time for that. We have no reason to believe that Austin cannot be as good or better than other places. That time also allows us to think a little bit about the money. We do need to stop trying to police our way out of all of our social problems.

[10:53:45 PM]

[Applause]. You all have heard plenty from me Mr. Mental health first response -- from mental health first response. I think the evidence is beyond refutable that the system we have right now is broken. And if you speak to police officers, maybe not in this context, but in other contexts, they will frequently agree with that. In order to get ourselves out of the system that we're in, we have to be willing to hold our breath, say no on to everything we've been doing and figure how a path to something else. Maybe that means we renegotiate this bad deal.

[Buzzer sounds] Was that five minutes?

>> Mayor Adler: Three minutes you had donated time. You can finish your thought.

>> Maybe that means that we just say no to this, take a pause and come back after we've actually thought as a city about what we really think our vision is. But it absolutely has to mean not doing this.

>> Mayor Adler: Thank you. Thank you.

[Applause]. After Ms. Dozier speaks, what about roseio Rocco Villalobos? What about Ryan rossert? You will be up next. Please go.

>> Good evening mayor and councilmembers. Thank you for your continued attention and reattention to the rest of the community statements this evening. I'm a concerned community member. You know that we are experiencing a tight labor market and continued uncertainty about economic growth. You have probably already heard about organizations like corn, fairy hey, honor Hewitt, they monitor and survey and report on wage practices in the united States for all industries.

[10:55:59 PM]

For years they have similarly shown that businesses are shifting away from annual base wage increases to variable pay models that pay for performance. Businesses are not locking themselves into five-year wage increases.

[Buzzer sounds] They certainly do not excuse their employees --

[buzzer sounds]

-- From accountability and transparency for their performance and neither should the city of Austin as this contract would. So please vote no on this contract.

>> Mayor Adler: After Mr. Rushert talks, then what about Chad martinka here? What about marinka aldrink? What about Jefferson Adams? Jefferson Adams? Demarus Nickelson. You will come down here and you will be next. Go ahead, sir.

>> Hey there. Ryan rossers, district 5. I've got to get my notes out. That wasn't threatening to any of you guys when I reached to get my notes out? Because a police officer just last week on my street told me that it made him very nervous for me to do so. Just it was interesting. That's the kind of thing that I would like to be able to register an official complaint about but it turns out you can't do that over the phone. So me on my way to work forgot about it until now. That was one of the things that the Travis county democratic party voted to recommend Vincent Harding was speaking about that before. So I think based on a fact that we can't make a call to the police department and tell them when there's light harassment or disrespect to a citizen or an actual threat or an implied threat, I think that is grounds to reject this contract.

[10:58:13 PM]

And.

[Buzzer sounds]

-- I think you should do so. And one last thought, if the only tool you have is a hammer, you see every problem is a nail. It seems like we should get some tools that aren't guns for fixing our problems. Thank you.

[Applause]. And you should vote on this tonight, tonight.

>> Mayor Adler: Is Melissa trailer here? What about Timothy bray? Go ahead.

>> Hi, good evening. My name is demarus Nickelson and I'm a resident of district 9. I'm here to offer you a hopefully unique perspective as a former city review panel member for four or five years under judge cliff brown and former sheriff Margot Frazier. As a former member I can tell you what I learned over those years. The process is one sided. From the moment a complainant makes a report to the time a decision is made, every decision point along the way weighs heavily on the side of APD. While panel members make recommendations regarding aching in policy and to a degree with discipline, that's no process in place that requires the chief of police to communicate whether or not those policies have been implemented or what the status is of the recommendations made in the memos. Often times we went many months without any updates from APD. The crp is not allowed to interview complainants nor officers.

[Buzzer sounds] While they are allowed to review evidence it is gathered and presented totally by APD. I can tell you firsthand that this process is neither transparent or equitable. We are at a critical point in this community. Let us not miss this opportunity to do the right thing and please vote no.

>> Mayor Adler: Thank you very much.

[11:00:14 PM]

[Applause].

>> I'm here just asking you guys to not do what's easy. Obviously it's easy to just keep things how they are. I'm asking you to do what is right. We can't wait five years to deal with this issue again. We are in a really fundamental time of change right now with the police relations. How our country does things, how our community does things, it's all fundamentally very problematic and if we want to see change we have to be willing to take small steps. We have to be willing to do what what is not safe. We need to be the Progressive community we claim to be, not just make alcoholic acts that say we don't like trump. We have to make our community better. We have to be leaders on this issue and change the way -- I don't think that in the long-term the police will be better off if they have better relations with the community. I think we'll have more good cops if the good jobs aren't having to deal with bad cops hurting their reputation and creating bad relations with the community. Thank you for your time.

[Buzzer sounds]

>> Mayor Adler: Thank you. Mr. Bray? Taking Mr. Bray's place, is testify Adler here? You will be at this podium.

>> My name is Melissa and I'm the spouse of an APD officer. Let me say I'm disgusted by the lack of support our police have by our city. Austin police department is one of the top police departments in the nation. Why is that? Because the standards we use in hiring our officers are high. The training our men and women are put there is time consuming and strenuous. I send my husband, the father of our kids, into harm's way everyday uncertain if he will make it home to his family worrying if everyday he's away from us I'll get a call from his chain of command that he was injured or even worse having chief Manley show up on my doorstep that my husband has lost his life protecting complete strangers.

[11:02:17 PM]

You can't put a price on my husband's life or any other of our fellow officers in this city's. Our officer's salary is worth every penny that the city pays them, if not more. Price would you run into danger instead of away from it like you currently do? So when considering why you should pass this contract

let me ask you this: If it was your husband, wife, son or daughter that you had to send to work everyday, uncertain of what call they encountered each day and what dangers they might bring once a day or dozens of times a day, what is that life worth to you? Because to me all of those lives are priceless. If you do not complete this contract, you will risk losing some of the nation's finest police officers. You want to increase crime rate, go ahead and vote against the contract.

>> Mayor Adler: Is -- come on. Is jaquari suppose Adu here? What about Kara fryer? What about Adrian Kimmel. You will be up next.

>> I'm stef Adler from district 7. I heard earlier tonight that APD pulled 500 people at pride last year if they felt safe going to APD officers for help. As a gender nonconforming person who presents differently from day-to-day, I do not feel comfortable going to APD if I need help. My experience also doesn't even compare remotely to that of trans men and women of color whose body are violated in invasive sings.

Since Monica was killed last January of 2016, APD has slowly responded to community demands about increased training for officers on the needs of the trans community.

[11:04:19 PM]

I work in community with transgender, nonconforming and queer folks who also experience homelessness, mental health diagnosis, are people of color and/or working class. And I know that they do not feel safe going to APD. We need to reallocate funds to mandatory up to date and recurring officer training for competency about trans experiences and concerns. And to allocate --

[buzzer sounds] , Perc funds to social services that provide safe spaces and trauma counseling for lbgtq folks, when you vote tonight remember how these take away funding from these needed services.

[Applause].

>> And then the last speaker that I have signed up after you speak, I think is has Moore.

-- Chaz Moore.

>> My name is Adrian Kimmel and I'm a constituent of district 9. I'm a social studies teacher in Austin aisd and I spend my days teaching students about government and economics. One of the topics we cover in our curriculum is the role of government around protecting public safety. I feel that the best way is to increase citizen participation and oversight of the police by expanding the power and authority of the police monitor. I ask city council to vote no tonight on the police contract as currently written so that provisions for the police monitor may be expanded and emphasized through further negotiations negotiations. I request that newt negotiations is secure, one, subpoena power for the citizen review panel as well as two access to evidence and three the ability to conduct independent investigations of the police. My students are counting on your leadership to make Austin a safe and equitable place for them to live, learn and grow up in. The residents of Austin deserve a citizen review panel that will not just provide oversight, but which has actual power to hold Austin police accountable. Councilmembers, please vote no. Thank you.

[Buzzer sounds]

[11:06:26 PM]

>> Mayor Adler: Were there people who I missed who had signed up? Why don't you move up to a podium if I didn't call on you. Go up to the podium. Why don't you state your name for the record.

>> My name is jacori Adu. I was shot eight times in 2008 and I'm a citizen of the city of Austin. I'm also an ex gang member and applaud the police department because there are active gang members. The crazy thing for me is that policing -- policing and bank banging can be put on the same spectrum. If you can picture the compare and contrast diagrams we used to use in school, everything would be in the

middle if you ask me. That's the scary thing. I don't drive. All of my friends give me rides and I'm afraid of being shot by a police officer for something as little as driving with a light out. I urge you guys to vote no because there are a lot of people like me that they get a message that we can't do anything. There is no way out at all. Vote no and give us a little hope for something.

[Buzzer sounds]

[Applause].

>> Would you go ahead and state your name for the record.

>> My name is Joe Nell

[indiscernible]. Thank you for letting me speak. I am with a non-profit that advocates for safety on and around the UT Austin campus and we believe that public safety should be number one priority. And the reason is that three our experience, which is the horrible tragic murder of haruka wiser that we have learned through this process of engaging all of you that as a mom and as an austinite and a lover of all things Austin that I learned if I'm going to come up I have two minutes to complain and then tell you what I'm going to do about it and I feel like our organization has done that.

[11:08:46 PM]

And the best part is that we have worked with APD, we have told APD in district 9 and we are grateful that mayor pro tem tovo can tell you that we've had successful national night out and we engage people and we tried to get them like the matrix to be part of community engagement. And APD has shown up and they have heard our voice and they have worked with us and they've taught us the bigger picture with the downtown Austin community court and the public safety commission and all the different entities. I hear what everyone is saying about the mental health but I didn't think that tonight I would sit here all day and it was an either/or thing. We do have a lot of things that we need to work on. The host team was such an incredible, awesome thing that you did and I'm grateful for that, but the Austin police department has shown up in district 9 and they have worked with us and they are educating students to get involved to report to be engaged in the community and take ownership of that and I believe that safe horns has worked hard and we've put in the time and we will continue to do that. And we are grateful for APD and we want you to know that they have heard our voice and we need you to hear ours and police put public safety first.

>> Mayor Adler: Thank you. Mr. Moore, I think you're our last speaker. You have time that's been donated. Dana right-clickman. And what about asher Ford. You have three minutes, Mr. Moore.

>> I won't be too long because I've spent probably the latter part of five or six months in most of your offices, at least the offices that I think will listen to the people. I think a petition that has literally a signature from every district in the city, I think a petition that has over 660s. I think the fact that even tonight we had about 240 people against this contract and only 50 something for.

[11:10:50 PM]

I think the community has spoken. And if the community that the police department and the association is talking about that supports this contract, they have the same opportunity to be here with all the people that are here with me tonight, I need all the communicate members if you will stand up and see who is talking about this. I like Austin because this dais, this city council we have the opportunity to do something different and the only thing we're doing is saying no to a contract that is essentially the same. Yes, it's a minor tweaks. Yes, it's some minor changes, but it's not 82.5 million dollars' worth of change. It's just not worth that. This contract is almost \$300 million, when we can't even fund -- mayor, I was one of the biggest fans for you when you started the task force to cure racism. You know that's a great thing, but even when it came on the dais we didn't have money to fund that, but for some reason we have money to put into the police department. When we have community members that have been here just as long as you and the police department we have came and spoke and all we're saying is no to the contract. But this is the crazy thing. Even if you don't want to say no to the contract, even if you just say no, go back to the negotiating table that, a big step in the right direction. That's all we're asking for. We've been here since 3:00 and we're not going anywhere until you give us an answer about how you feel.

[Cheering] This community I guarantee you, I guarantee you, I guarantee you, this community will stand with you if you stand with us. Let's stand up to accountability, a lack of transparency. Let's stand up together for once for something in this city. We will stand with you, we will stand with you, I promise you. That's all I have to saw.

[Cheers and applause]

>> Mayor adler:let's go ahead and we are now back up to the dais.

[11:12:52 PM]

Why don't you go ahead and sit down. We're now back up to the dais. I'm going to recognize Jimmy Flannigan to make a motion. Shhh.

>> [Off mic]

>> Mayor Adler: Hey, hey, hey. Come on.

>> We're not leaving if you don't take a vote.

>> Take a vote.

>> Mayor Adler: I need everybody to calm down. I need everybody -- please, please, please. We've listened since 3:00. And now we have heard some really good things. We took the day. We took a day and set a special hearing so we could hear everybody's testimony. In a second we're going to take a vote but you have to let us take the vote. In order to be able to take the vote we have to make a motion and then we're going to consider it up here. Please, please. Mr. Flannigan, I recognize to you make a motion.

>> Flannigan: Thank you, Mr. Mayor. I move to direct the city manager to utilize the necessary remaining extensions within the current agreement to continue contract negotiations and return to council with a new negotiated contract for consideration on or before March 22 and to solicit input from councilmembers.

[ Cheers and applause ]

>> Mayor Adler: Is this a second to this motion? Seconded by councilmember alter.

>> Flannigan: May I speak to my motion.

>> Mayor Adler: You may speak to your motion.

>> Flannigan: It's been a very long day for everybody, and I want everyone to know how difficult this process is for us when we've got very passionate folks from every part of town. I know that I can speak to the many emails and comments that I received from my district, and I know that my colleagues have received the same. They're not all in agreement. Like most decisions we make on this council.

[11:14:53 PM]

For me and in making this motion, I started with can I even afford the deal in front of me? Do the numbers even work? And before I could even consider the transparency and oversight I realized I couldn't even afford the deal that was presented before me, the budget office and the staff has done an excellent job vetting the data, but at the end of the day, the contract presented before me is not one that I can support because I do not feel we can afford it.

[ Applause ]

>> Mayor Adler: Thank you. Councilmember alter, you seconded the motion. Do you want to speak next?

>> Alter: Yes. I would also like to thank everyone who came out tonight on all sides and everyone who communicated with the council throughout this process. I want to be very clear. I agree that our officers do vital work in keeping our community safe. They take risks that are demanded by their job, and they deserve to be well-respected and the highest paid in the state. However, as an elected official, I wish we had the luxury of looking at every item in isolation, but the reality is that we don't. For months I have been diligently attentive to this contract process. My staff has been at the negotiation sessions throughout. I have gone over the numbers backwards and forwards, and the conclusions that -- the conclusion that I've reached is that this contract creates problems for many intersected areas that we must work to solve. I have asked a lot of questions about numbers throughout because between the information that I have heard throughout this process and the information provided tonight, I am not sure that this contract is fiscally sound today or in five years. With the numbers that were projected and given to us today, I do not believe we can hire the officers that we might need to meet the city's needs. In my opinion, this contract does not allow us to hire officers to provide the community policing that the community has asked for.

[11:16:57 PM]

It does not allow us to invest in public safety in other ways that are important to me. It doesn't allow me to buy guns for our officers without having to turn their guns back in and have them sent back out into our community to make them less safe. It doesn't allow me to fund mental health training and stipend to solve some operational problems. I also want to fund our host team. They're non-apd -- there are non-apd programs we need to fund to help keep people safe, our neighborhood centers, integral prayers, mental health critical response, recreation programs, homeless services and early child and afterschool programs. These, too, are about public safety and we know investing in these programs helps to reduce the public safety problems. Our resources are not -- are finite and we cannot keep stick the taxpayers with the rollback rate. Owed of public safety there are trade-offs too. We must remember our civilian workforce contributes to the health of our community and they deserve raises too. They do not get guaranteed salaries.

[ Applause ] Importantly, as we've heard over and over, this contract does not contribute to building appreciable trust within the community. Community policing is not complete without that trust. We've talked a lot about the numbers tonight. At the end of the night, we have to understand that if our police department is going to be the highest paid, then we must also expect the highest level of transparency and accountability.

[ Cheers and applause ] Our bar needs to be set not just with respect to Texas cities, but in relation to our national counterparts, and we've heard a lot about that we are only one of six cities that have six common issues that are problematic in our contracts. Tonight we've heard in too many ways about the unsustainability of this proposed contract and Austin deserving better.

[11:19:00 PM]

I believe that we can improve accountability, transparency, and the fiscal soundness while fairly remunerating and respecting our police but not with this proposed contract. I think this motion patches the way for us to do -- paves the way for us to do that. Thank you.

[ Applause ]

>> Mayor Adler: Thank you. Ms. Kitchen.

>> Kitchen:

>> Tovo: Mayor? Before -- sorry. Before she starts, is it -- I just don't -- I appreciate the signs but I just don't think it's very respectful for the --

>> Mayor Adler: We can't see the people behind and you they can't see us. If you could move to the side with that. Or to the back. It's big. We can still see it. Ms. Kitchen.

>> Kitchen: I want to thank everyone for being here tonight. And I do mean everyone. There's a lot of passion in the room, and that's very important, and I'm very, very happy to hear it from both sides. I want to explain that I will be supporting this motion. As a councilmember, I believe one of my most important responsibilities is working to ensure the health and safety of the people of Austin. I recognize the special responsibility our police officers have, and I respect and thank them for the sacrifices they make to protect the people in our community. The council's decision today on the police contract will have financial consequences for years to come and will determine the level of transparency and accountability our community can expect or should expect in exchange for the significant investment we make in our police department. A central question is whether the terms of the contract will allow our city to keep pace with our public safety needs as we grow and hire additional officers over the next five years.

[11:21:03 PM]

I believe we risk the public safety if we do not plan and prepare for this growth. I also believe that our police officers should be the best paid in Texas and held to the highest standards, and I want to emphasize held to the highest standards.

[ Cheers and applause ] But the contract must allow for additional officers over the next five years and provide the ability to fund other crucial safety needs. And I believe that the contract as proposed is fiscally unsound for the city. Investment in people and prevention as a public safety measure is proven to reduce crime, reduce recidivism and improve quality of life for the entire community. Supporting mental health services, substance abuse counseling, domestic abuse and homelessness issues all of those needs in our cities, they work and deserve financial support. I have deep respect for the police officers but I believe it's a and the reason that I am supporting this motion is that I am confident that with further discussions we can come to agreement on a fiscally sound, fully accountable contract with our police officers. And I am very hopeful that we will have that opportunity and that our police officers will come back to the table to talk with us and with our community to make this happen.

[ Applause ]

>> Casar: Many community members over my time have asked for the leaders of our city for more accountability and transparency at our completely and for very good reason.

[11:23:05 PM]

I don't think I or anybody on this dais will ever forget some of the debates that we have to have in executive session. When we are figuring out dollars and cents on someone's life when there is a shooting in our community. And so I have some amount of understanding around why there's real -- really good reason that we're having this debate. I do appreciate the improvements to the contract so far. Those improvements were only possible because of the hard work of many committed people in the

last several months. But as we heard from so many of you tonight, those improvements are simply not enough. I appreciate our city's public safety staff. Policing is hard work, and I believe that we need to offer competitive wages and benefits at the city of Austin. But I've been troubled and frustrated that we're forced by this terrible state law to trade large sums of taxpayer money in order to achieve common sense reforms that should have always been standing APD policy. Common sense policing practices that we all agree make sense.

[ Applause ] Should not be a bargaining chip. It's common sense that we should be able to suspend an officer who may have engaged in potentially criminal conduct even if we find out after 180 days. That just makes sense. It's something we all agree be paying for that because it's good for all of us. And the city dollars that we're forced to trade for these sorts of reforms are, as everyone said so much more articulately than I might be able to tonight, those city dollars are critical for us to address the root causes of the public safety issues in our community, including mental health issues, addition, homelessness, just to name a few. For these reasons I cannot support the contract in front of us. I would support a motion to reject this contract but I will also support my colleague, councilmember Flannigan's motion to send our city negotiators back to the table to bring us back a contract that will keep our police wages competitive, leave us with flexibility in our budget to address core issues of equity and safety and make sure our police department follows best practices for transparency and oversight.

[11:25:17 PM]

And beyond this issue, I know there's so much more work to be done and so we need y'all to keep coming back to us to make our city the kind of city that we all want. Thank you.

[ Cheers and applause ]

>> Mayor Adler: Ms. Houston.

>> Houston: Thank you, mayor. And I want to also thank everyone who has come out tonight to participate in this process. I want to start my comments with a quote from Dr. Kevin foster, who on August 31 of this year stated "The starting point for this new contract is already set in a sweetheart deal that has involved over 20 years of meet and confer. The contract built upon with each cycle now costs the city dearly." So when this contract was presented to me it felt like we were playing with a marked deck of cards, and I didn't have it -- I didn't have them in my hands. Public safety is a top priority for this city council. And every member of this council. We have to seriously consider whether to raise salaries of the department that is currently 12% above market in a state which makes our officers the highest paid in the state and at the same time we have the highest number of officer-involved incidents in the state. Or do we provide much needed complex social services and supports to constituents who depend on the city of Austin to provide a safety net? Sadly, we have priced ourselves out of a fully staffed police force, and we have neglected human service priorities in the city. These need to be addressed before we raise salaries or add new incentives. Peace officers, peace officers who serve and protect, generally do an outstanding job.

[11:27:17 PM]

However, the need for deescalation training still exists in our community. We must properly train officers that are currently on the force before we're able to add fully trained officers to the force. We must demonstrate to our constituents that there is accountability in the complaint process. We must move more intentionally toward community policing because it is the right thing to do for our peace officers and for our community. Words cannot express the gratitude and respect that I have for the women and men who put themselves in harm's way every shift. The interesting conundrum I find myself in is that my son is a peace officer, so I understand the stressors and responsibility that are produced by this calling, and it is a calling. I have tremendous respect to serve and I believe we need to continue negotiation until we arrive at a contract not only in the best interests of the police force but also in the best communities of the community, and I will be supporting councilmember Flannigan's motion to postpone.

[ Applause ]

>> Mayor Adler: Mr. Renteria.

>> Renteria: Thank you, mayor. I was the -- you know, I ran on my campaign when I got elected out of district 3 on community policing. Because I saw what community policing did to my neighborhood. For my neighborhood. You know, there was times when we couldn't even sit out on the front porch without fear of having drive-bys coming through my neighborhood, you know? I had friends that got shot and killed in the front -- sitting there with their family with these drug dealers that were coming through my neighborhood and shooting up the neighborhood. My brother got shot coming out of martin pool, in his leg, and there was over 100 rounds exchanged there at martin park by two groups of gangs that were shooting each other up.

[11:29:25 PM]

You know, those are the kind of situations that I grew up in my neighborhood. I'm a native austinite. I've been here 67 years. And, you know, the police didn't care about us. They didn't come and enforce the laws that was written in the books. And we had our protests. I was out there just like you in the '70s, '80s, and '90s, complaining about police prosecutality, we marched -- brutality. We had some of the biggest marches against the police department in the '80s, marching down, because a young boy, a man called the police on his son that was acting up, high on drugs, and he ended up being the one that got shot and killed. I had -- we had a 7-year-old boy broke into a bred basket, a little store there stealing a loaf of bread, and he got killed. He was hungry, living in the projects. You know? That's why we got involved with the police officers, and we pushed for community policing. We're lucky we had a female chief Watson back then that introduced community policing where we got the officers out of their cars, sat down with us, negotiate, talk, got to know each other, and we slowly improved and cleaned up that neighborhood, and now you have people walking down there with families, their kids, down the street. No fear at all. Walking at night. The neighborhood. That's what I want for Austin. And that's why I'm not

going to support this contract, because it doesn't give us enough. We need to do more for our citizens here, and we should have a city where no one should be afraid. No one should have to go out there and talk to their kids. My son married an African-American.

[11:31:26 PM]

I got grandkids that are, you know, black. I mean, they're -- you know, I fear for them, too,, you know? And -- but we know that we need to get -- to work together in order to make this community great. And I think that we can sit down there and renegotiate this contract where it gives us a lot more than what we're asking for. So I'm going to be supporting Jimmy's motion.

[ Cheers and applause ]

>> Mayor Adler: I'll go next. I can't vote for this contract proposal. It's pretty clear from the testimony, I think, and from the briefing from our staff that the contract isn't ready. You know, I want to comment a little bit about the process that we have, where a contract comes to us out of the negotiations. Because there are real significant issues and policy issues that I think, as a council and the community, we need to tee up and address and in the forum that we have and the contract negotiations just don't lend themselves to our ability to be able to do that. And I think it presents some threshold questions that we need to deal with. I want to take the time, though, here to honor the community and the activists that have shown up. I want to honor our cops, and I want to honor our city. I appreciate everyone showing up. It's a big number of people to come here tonight. It's an important issue. I want to thank the folks that have come to my office and have sat down with me and helped me work through these issues. Over the last several weeks and months.

[11:33:27 PM]

When I suggested that we call special meeting here tonight, where we have an agenda where this is the only thing on the agenda is because I expected we would have 250 people here and nine hours' worth of work to do and that is our city working the way our city works when it's working at its best. I want to honor our cops. We have one of the safest cities in the country. We have a police force that I am proud of. We have challenges like any police force has. But we have a police force here that has demonstrated a desire to be the very best. And in the conversations that I've had with some of the people in this room and some of the people with the association over the last several weeks, it was apparent to me, I believe, there's a way for us to bridge some of the issues that looked like there's a gap between. And I want us to have that opportunity. And then I want to honor our city. You know, we are -- we're a community here. And in a community, every question where there's disagreement doesn't have to be a zero sum game. Everything doesn't have to have -- in fact very rarely has two sides where one side wins and one side loses. We have a community that has demonstrated repeatedly it has the capacity to be able to pull together, to be able to resolve issues. And this is a tough issue. But I also believe that it's a

community we're going to be able to do that and we're going to be able to do that here. The contract proposal before us tonight isn't ready.

[11:35:28 PM]

So I'm going to support the motion to postpone it. So that we can deal with the issues that we need to deal with.

[ Applause ] Anyone else want to speak before we take a vote? Ms. Pool. Then Ms. Troxclair. Ms. Troxclair.

>> Troxclair: This has been a really tough issue for me, as I said before, I have a district who is generally really supportive of our police officers, as am I. Thank you for the service that you provide to our community. I know that we wouldn't have the same Austin that we all know and love without the sacrifice that you all make. And I don't have any problem with investing significant tax dollars in public safety. That -- it's a core city service. It's something we should be doing really well. It's something we shouldn't be afraid to invest in as long as we're getting great results. And I know having a safe city, having the safe -- the safe city that we do is proof that we are getting those results. And I have no problem with having a police force that is the highest paid in the state. I want our police officers to be excited about the work that they do and feel well compensated for doing it. And as one of the last speakers said, I don't -- I really was caught off-guard by this being presented as such a binary choice because I don't think it has to be about either supporting police officers or not. I think that there is a way to kind of -- to accomplish all of the things that I just mentioned, to have the highest paid police force and also to leave room in our budget to add new officers.

[11:37:34 PM]

I think I have a responsibility to my city and to my district to plan responsibly for our growth, as someone who was consistently advocated for getting our property taxes under control and lowering the cost of living in Austin. I can't in good conscious commit to something that is basically going to lock the in my an 8% tax increase for the foreseeable future. But it seems like looking at the numbers and talking to our budget officer, it seems like there's potential to do all of these things, to make sure that police officers are still extremely highly paid, to invest in the future growth of the force by making sure that we have money to add new positions in the future, and I hope that -- it sounds like the vote will be to go back to the negotiating table, and I think that it's possible for us to come up with a contract that will help to bridge the gap between these two sides. So I really appreciate everybody's input. I know it has been a long day and a long night. So thank you all for being here.

>> Mayor Adler: Ms. Pool.

[ Applause ]

>> Pool: Thanks, mayor. I'll just keep it real short and sweet. I appreciate hearing from everyone tonight. Thank you so much to everybody who came out tonight to give us the benefit of your thoughts. And thanks, everyone, for caring so damn much. And that goes to everybody on all sides of this issue. Thank you.

>> Mayor Adler: Ms. Garza.

>> Garza: I'll keep mine short, too. I want to say that I appreciate this middle ground. I think this for me either way felt like a bad choice.

[11:39:36 PM]

I felt it voting -- voting one way was bad for different reasons. Voting the other way was bad for different reasons. I absolutely respect everybody's opinion here, and I have a great deal of respect for our police officers. So I hope that we can go forward in a very respectful way and get to a place where we can all be really proud of tonight, of the emotion that we saw, and moving forward and not be so polarized about this because I truly believe that we all want the same things. I really do. And I really hope we can get there. I think this is a good middle ground for everybody.

>> Mayor Adler: Any further discussion before we take a vote? Councilmember alter?

>> Alter: I wanted to just address the city manager and say that I think we've all spoken clearly and we will vote in a few minutes. But I also wanted to follow that up to say that we are prepared to provide clear direction in negotiations, you know, there's a lot that we've talked about tonight that gives you general direction, but we have some specific, very concrete things that at least in our quorum we have worked out. And we are aware that this is an ongoing process and we're ready to be in there with you to help take the next steps.

>> Casar: Mr. Mayor.

>> Mayor Adler: Mr. Casar.

>> Casar: Just a point of clarity. Some folks have asked me because they look at the online agenda for tomorrow and still see the item posted, I just wanted to clarify to everyone that our intention in open work sessions and with the manager and I think you stated is that the item will be withdrawn on changes and corrections in the morning.

[11:41:37 PM]

So this won't be an item for --

>> Mayor Adler: No one needs to come tomorrow.

[ Laughter ]

>> Casar: Unless we're drawing this out another 19 minutes.

>> Mayor Adler: Any further discussion before we take a vote in those in favor of the motion to -- to continue negotiations, send back for negotiations please raise your hand. Those opposed. It is unanimous on the dais.

[ Cheers and applause ] The time is 20 minutes before midnight. We're done with our business. This meeting is adjourned.

[ Adjourned ]